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Local Government SERVICE

JANUARY 1939 No. 1 Vol. XIX

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NOTES AND COMMENTS

Consulting the Officer

SIR JOHN ANDERSON has called municipal engineers into consultation on trenches, the Society of Medical Officers on casualty services, and the Association of Directors of Education on evacuation. If his action was not prompted by the strong and reasoned plea put forward in our last two issues (widely noticed by the Press and unlikely to have gone unnoticed by authority), it has, at any rate, afforded striking recognition that the plea was sound. On the subject of evacuation the local authorities as such are separately represented by the Association of Education Committees—a course which recognises the argument of our last leading article from yet another angle.

The Association will not dispute with the sectional bodies referred to the privilege of a service which it offered on behalf of officers and the Service as such. These bodies are affiliated to us; their members almost exhaustively, are our members. Matters may, and we believe will, arise on which the organisation most suited to offer help will be that which embraces the Service as a whole; or which, when no profession is involved, or when all professions are involved, has the machinery which can suggest and assemble a suitable group for consultative reference.

First Aid for the Junior

HOW many N.A.L.G.O. branches, one wonders, look after new junior members so well as Hastings? Its latest annual report shows that the branch keeps a register of all juniors appointed to the staff and that the chairman of the education committee, Mr. Norman King, interviews each one and advises him on his prospects of promotion and the best means of obtaining qualifications in his particular job. In addition, the education committee has formed a panel of qualified officers, covering all sections of local government work, to assist juniors preparing for examinations; provides, where possible, for technical books required by students to be placed in the public library; pays part of the fees of members earning less than £160 who study economics at the evening institute; and arranges courses of lectures by chief officers on the work of the various departments of the corporation.

This is the type of help which most branches could provide, to the great benefit of all their younger members.

Manchester Leads Again

IT is appropriate that, in a month when we print a special article on N.A.L.G.O.'s own public relations policy, we should be able to record an advance in the parallel and more important field of public relations by local authorities themselves. Manchester corporation decided last month to open an information bureau for ratepayers at the town hall, and appointed Mr. Rowland Hill, of the town clerk's department, editor of that excellent civic handbook, "The City of Manchester: How it is Managed," as its first information officer.

Mr. Rowland Hill is not, of course, the first local government publicity officer, but he is one of the first whose sole task is to cultivate good relations between the local authority and the ratepayer, to the benefit of both. We cordially wish him and the corporation every success in the new venture, and join with that wish the hope that other authorities will speedily decide to follow Manchester's example.

Municipal Apathy

N.A.L.G.O.'s own public relations correspondents should be specially interested in two recent publications. The first, published in the "New Statesman" the other day, was the report of an inquiry by that interesting new research group, "Mass Observation," into the biggest party in most municipal elections—the non-voters. This investigation, carried on during

the past eighteen months among 30,000 electors in northern industrial towns, reveals that :

The middle-aged vote in far greater proportion than do the young (41 per cent of those between 41 and 55, compared with only 14 per cent of those between 21 and 25) ;

Working-class owner-occupiers vote in higher proportion than do tenants ;

People who have occupied a house for 11 to 20 years poll considerably more than do those who have occupied a house for less than three years ; and

Electoral apathy is greatest among the working class and least among the upper middle class.

The last point is particularly interesting in view of the fact that the working class use and benefit from public social services to a far greater extent than do the upper middle class.

The " Popular " Approach

THREE experiments in " popularising " appeals to vote had striking results. " Mass Observation " prepared three pieces of political literature, one based on a football coupon, one on a comic strip, and one on jazz songs. Each explained or illustrated some aspect of the current municipal elections, and urged the recipient to vote, but neither indicated nor implied any party or person to whom the vote should be given.

In each case the people receiving this literature polled from 10 to 15 per cent higher than did " controls " who did not receive it.

While this research was, of course, directed mainly at the political aspect of elections, it has some lessons for an organisation seeking to interest the public as a whole in the working of local government on non-political lines. Those lessons would appear to be that our propaganda must appeal with especial force to the young and to the less well-to-do, and must be framed in terms sufficiently popular to reach those whose interest we seek to arouse. That is not to imply that we must appeal exclusively to those sections of the community, nor that we must prepare informative material in the form of football coupons, comic strips, and jazz songs. It is the principle, rather than the method, that we commend to the thought of all interested in our public relations work, and about this we hope to say more in the future.

Civic Finance Without Tears

THE second item of public relations interest to come to our notice is a little book of " Notes for Ratepayers," issued by Mr. E. B. Jones, borough treasurer of Bury. From it the inquisitive ratepayer can learn all he wants to know about the corporation's finances, how much each service costs him, how debt is allocated and redeemed, and the value of the assets standing in his name.

We say " inquisitive ratepayer " deliberately, for the book is, unfortunately, printed in such minute type that none but the inquisitive is likely to be tempted to read it. Mr. Jones describes the venture as an experiment only. We hope that it will be so successful that he will be able to remedy this defect next year, and, in particular, that he will be able to expand the pages of most valuable diagrams. Local government finance is a formidable problem for the expert ; for the layman it is terrifying. We should like to see more attempts to make it plain by the method of " pictorial statistics " employed on page Seven of this journal.

A Radio Achievement

THERE can be little doubt that public knowledge of the working of the local government machine in Wales has been greatly extended by the admirable series of broadcast discussions on " Getting and Spending the Rates," now ended. N.A.L.G.O. owes a debt of gratitude to Mr. W. G. David, the Glamorgan public relations correspondent, who was largely responsible for inspiring the series and who helped to plan it. Mr. David himself broadcast in the final discussion, and, although prevented from hearing him by the Kingston electricity blackout—itself, incidentally, a valuable, if annoying, demonstration of the reliance the public places to-day on its municipal services—we gather that he put the case for the officer, and for public relations, with convincing force. A fine piece of work !

For Listening Groups

TWO of the three series of broadcasts designed specially for discussion groups in the coming session are of interest to N.A.L.G.O. listeners. One, on " Children at School," will deal with the questions the modern parent asks about education, and will try to show what is admirable and what is still imperfect in the elaborate British system. The discussions, broadcast in the National programme on Mondays from 8 to 8.20 p.m., will include :

Jan. 9—WHAT THEY TEACH AT SCHOOL AND WHY : Who decides what the child shall learn ? What is the good of the things taught ? Is the young mind burdened with too many subjects or with " faddy " and " useless " ones ?

Jan. 16—FOOD, HEALTH AND GAMES : What are the child's needs ? What should the parent do ? How far is it a matter of family income ?

Jan. 23—LEARNING A TRADE : Can school prepare a boy for industry ? Is it better for him to " pick up " a job in a trade or to learn it at a technical school ?

Jan. 30—TAKING THEIR HURDLES : Objects and methods of the examination system. Is it fair to the children ? What alternatives are there ?

Feb. 6—ARE SCHOLARSHIPS VALUE FOR MONEY ? : Is higher education worth the strain, nervous on the child, financial on the parent ? Is a university degree worth the effort and sacrifice ?

Further talks, of which we shall give full details next month, will deal with homework, the school leaving age, co-education, the Hadow Scheme, out-of-school activity, discipline or " freedom," and the infant and nursery school.

Town and Country

THE second series, under the heading " Town and Country," will include talks on the distribution of population between town and country, garden cities, ribbon development, the best use of the land, the causes of rural depopulation, and possible remedies. It will be broadcast on Tuesdays from 7.30 to 8 p.m., beginning on January 10, also in the National programme.

We strongly urge branches to form listening groups to hear and discuss these broadcasts. Further information can be obtained from B.B.C. regional directors, or from Headquarters.

N.A.L.G.O.'s TASKS AND PROSPECTS FOR 1939

The President's New Year Message: "We Must Not Rest Satisfied"

IT is the custom for the President, in wishing every one of his colleagues a Happy New Year, to say a few words about the prospects for N.A.L.G.O. in the next twelve months.

It needs no gift of prophecy on my part to predict that 1939 is going to be a year of progress. Moving about among the branches as I have done since you made me your President, I find everywhere a spirit of optimism for the future of the Association. It is as if the perils which beset the life of every Britisher to-day have brought to the local government officer a keen realisation of the part he has to play in the national economy and a sense of his need for comradeship to enable him:

"To turn a keen, untroubled face
"Home to the instant heart of things."

Everywhere, I hear of increasing numbers, of greater confidence in us among the members of the authorities under whom we serve the people, of better service conditions, and of adjustments in grading and in salary scales in the interests of our members; especially do I hear this last in areas in which the principle of Whitleyism has been adopted, in reality and not merely in name.

The black spots in these areas are being gradually wiped out. But there are still many black spots, especially in the South, where members have not the comfort of knowing that there is a Whitley Committee which will presently come to their help. There is a long road in front of us, but at least there is a road and not a trackless waste.

Our public relations campaign is well launched. Members cannot fail to have gathered this from the national and local Press. That campaign is helping both the members of the Authorities and the officers by the increasing understanding which it is fostering in the public mind of the importance to every individual in the country of the services which local government renders, of the complexity of those services, and of the skill and diligence which are the condition of their adequate discharge.

The Nurses' Charter, launched in December, 1937, has already made for the improvement of the nurses' lot in many institutions. The report of the Inter-Departmental Committee on Nursing Services, with which our representatives had a profitable field day, still tarries. Its recommendations are eagerly awaited, but some of the larger institutions have already begun to put their houses in order on the lines which the Charter suggests.

The national campaign on salaries moves on. Obviously, it is bound up with Whitleyism, and it is receiving much indirect help through our improving public relations work. The programme of the National Executive Council is no patchwork of unrelated activities. It is a balanced and co-ordinated whole.

And not the least important part is played by our education service, especially through the schemes for training, in which the working officer is helped to the difficult attainment of a better technique and a higher standard of efficiency. The week-end school movement is a very live one and is finding ready assistance from such national leaders as Lord Eustace Percy and Lord Snell.

The work of the legal department in examining pending legislation grows in volume every year, and so does the number of individual cases for which its help is requisitioned. In 1935 there were 561 such cases; the next year showed an increase of 100: in 1937, the number went up by a further 200: 1938 brought a leap to 1,600. What is it going to be in 1939?

The Approved Society enrolled no fewer than 3,400 officers last year, the largest increase ever recorded in a single year since the Society was founded.

The Provident Society proposes to extend the many advantages it offers to members by the addition of benefits for sufferers from rheumatism and allied complaints, which will enable them to obtain substantial reductions in the cost of treatment.

One member in every four now has an interest in the Building Society, and nearly £1,000,000 is being advanced each year for the purchase of houses.

Logomia is launching a new accident benefit. In these days of motorised transport the rise in the accident rate is a matter of grave national concern. Our members will presently be able to provide an additional sum payable in the event of fatal accident for so low a premium as half-a-crown. To turn to a less gruesome subject, the Society is preparing a scheme for double endowment insurance to meet the requirements of single female members who do not have to provide for dependents.

I have no space for more than a passing allusion to the increasing popularity of our holiday centres, and to the great improvement in LOCAL GOVERNMENT SERVICE which the public relations department has been able to bring about.

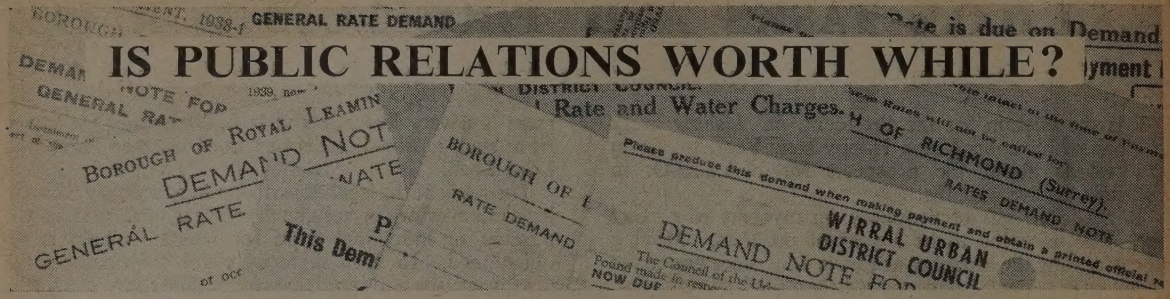
The one branch of our work which causes the National Executive Council anxiety is the Benevolent and Orphan Fund. With the rise in membership and for other reasons the calls upon it are increasing and the income is not showing an equivalent increase. Many branches are pulling their weight for the fund and some seem always able to answer the call for increased effort, but others do not. I would plead for a united effort during the coming year.

We can face the coming year with confidence, but we must not rest satisfied. There are still many thousands of local government officers outside our ranks. The process of designation of posts under the Superannuation Acts should be made the occasion for a vigorous recruiting campaign on the part of the branches.

Again, many thousands of our members do not enjoy the benefits of adequate salaries and fair conditions of service. So long as that continues we cannot sit still.

Into the New Year, then, we go forward, with malice towards none, with charity to all, with firmness in the right to finish the work we are in.

J. L. Illsley



"Public opinion is everything. With it nothing can fail, without it nothing can succeed. He who moulds public opinion goes deeper than he who enacts statutes, for the moulder of public opinion makes statutes possible or impossible to execute."—ABRAHAM LINCOLN.

WHAT is this Public Relations? What has it to do with N.A.L.G.O.? Is it worth while? Many members of the Association must have put these questions to themselves and their colleagues during recent months, as they heard or read of successive developments of the policy, and found branch executives being invited to take active part in it.

Hitherto we have deliberately refrained from attempting to answer them, for the reason that it would have been premature to express final views upon what were little more than tentative experiments. But a year has now gone since Public Relations passed from external to internal direction and became a matter of immediate concern, not only to Headquarters and the Council, but to every progressive branch and enthusiastic member of the Association. Experiments have, in some measure, crystallised into a programme, and it is appropriate, therefore, to review the policy, assess its value, and consider the lines along which future progress may most successfully be made.

But first, the questions.

What is Public Relations? The term means no more than it suggests—a policy of securing and maintaining good relations with the public. Applied to N.A.L.G.O. it involves an attempt to explain the local government officer and, still more, his job, to the man and woman in the street—an attempt to secure for the officer public interest and goodwill; and, conversely, an attempt to explain the public to the local government officer. It is, in fact, a policy of good-fellowship, understanding, and mutual appreciation.

What has it to do with N.A.L.G.O.? In our view everything. For local government officers have suffered greatly in the past from the indifference, ignorance, jealousy, and even the open hostility of the public they serve, and those attitudes are daily becoming stronger.

The official, whatever his position, is the Aunt Sally of democracy. He is accused of bureaucratic desires, of heartlessness, of inefficiency in a sheltered occupation, even of graft and corruption. Can we wonder, then, that, on the whole, he is paid much less than he earns, and occupies a status in the public eye lower than he merits?

Largely, that popular attitude to the local government officer is the result of ignorance. The man in the street simply does not know what local government officers do for him. He regards pure water, good, well-lit streets, clean food, freedom from epidemic diseases, up-to-date hospitals and health services, security from assault, robbery, and fire, constant power, heat, and light, modern schools, and the use of parks, libraries, museums, and art galleries, as normal features of his environment, as natural as the air he breathes. It never occurs to him that those elements of civilisation are secured only at the cost of unceasing vigilance, efficiency, and highly-skilled labour.

That attitude is becoming more evident every day. For the powers and duties of local authorities are growing so rapidly, their organisation is becoming so complex, that they are losing what little contact they had with the public. Until that contact has been re-established, until public ignorance, indifference, and hostility, have been replaced by knowledge, interest, and appreciation, until, in short, the public knows what the local government officer is doing and recognises its importance, officers cannot hope fully to succeed in their claims for adequate salaries, satisfactory conditions of service, and a status in the community commensurate with the value of their contribution to its well-being.

It is the job of Public Relations to bring about that change of attitude. It is, therefore, no fancy frill on N.A.L.G.O.'s programme, but an essential and fundamental part of the Association's "bread and butter" policy, without which that policy cannot achieve full success.

But there is more than self-interest behind it. N.A.L.G.O. has always taken a wide view of its

PUBLIC RELATIONS is seeking to spread knowledge of local government through the Press—

responsibilities to the community. It has always worked for the advancement, not only of the individual officer, but of the local government Service as a whole. And Public Relations carries on that work. For, in so far as it succeeds in educating the public to a keener interest in local government, in arousing in every man, woman, and child, a deeper sense of civic responsibility, it will benefit the Service as a whole, helping it to greater efficiency and higher achievement. It is thus a powerful contribution to the success of democratic administration.

Is Public Relations worth while? What has been said above surely proves that it is amply worth while, whether it be measured by the yardstick of material benefit to the officer, or by that of public goodwill for the service of which he is a part. But if any doubts remain, an account of the first year's progress, and of the plans envisaged for the future, should remove them.

Interesting the public in local government is simple to say, more difficult to accomplish. There are some 45,000,000 men, women, and children in the United Kingdom, served by 9,000 local authorities of all types and sizes, from the London County Council, with a budget and population greater than those of Switzerland, to the council of a parish with a few score inhabitants.

It was early realised that the task of telling all these

—the Exhibition—

people what their local authorities did for them was beyond the power of any central organisation, however well-equipped; that it was a job for the branches as much as for headquarters. For this reason a two-fold organisation was set up; local and national. Each branch and district was invited to appoint a public relations correspondent—a man or woman possessed of enthusiasm, energy, imagination, and a flair for propaganda, who would initiate and carry through campaigns of various types in his own area, implement the suggestions of headquarters, and maintain liaison between it and his fellow members. At the same time the national organisation at headquarters began the task of directing propaganda on a national scale, through national media—Press, film, radio, and all national organisations of parallel aim.

During the year some 300 branches have appointed their own correspondents. Although many have neglected to do so—and it is hoped that this article will stimulate them—the map on the next page shows that the country is well covered.

Correspondents were urged to employ every means open to them to "get across" to the public the story of local government, its tasks, problems, and achievements, its ever-widening scope, and its profound influence on the lives, the health, the happiness, and the culture of every man, woman, and child in the land. Although, for each one, the task meant adventuring into new and unfamiliar fields, blazing a trail through untrodden territory, experimenting with strange media, their success has been astonishing.

—the Film—

Here are a few of the achievements of individual correspondents during the year:

One inspired and assisted in the presentation of a big series of broadcast discussions on local government.

Another procured a series of 14 articles, on the work of a county council, written by aldermen, councillors, and chief officials, and arranged for their simultaneous publication in 24 newspapers, daily and weekly, circulating within the county.

Scores have planned courses of lectures on local government, in libraries, to schoolchildren, and to Rotary clubs, youth movements, W.E.A. classes, women's institutes, and the like—some themselves giving the lectures.

Nearly 50 have organised public displays of films supplied by headquarters.

Several are themselves planning, with the aid of branch executives, amateur cinematographers, and, in some cases, local authorities, the production of films showing local government in action.

—and the Radio

A number have done, or are doing, a great deal in the organisation of local government exhibitions.

Some have played a prominent part in the effective staging of municipal festivities—centenaries, jubilees, civic weeks, and the like.

Many have succeeded in various ways—essay competitions, school visits to council meetings and local government establishments, talks to children—in giving schoolchildren a wider knowledge of municipal affairs.

Some have arranged for special displays of books on local government in public libraries ; and

Several have secured the publication of attractive booklets, leaflets, bookmarks, and other material describing the work of local authorities.

In addition to this essentially local and individual work, many of the correspondents have maintained close contact with headquarters, supplying it with information, ideas, and constructive criticism, helping it to obtain better contact with the local Press, and enabling it to reply to attacks on officers and the Service. In several cases correspondents have succeeded in greatly improving the relations between the local authority and the Press.

This is magnificent work—all of it voluntary, all of it rewarded only by the satisfaction of a job boldly tackled and splendidly performed. N.A.L.G.O. and the local government Service owes a great debt to its pioneer public relations correspondents.

Nor has headquarters been idle. In addition to organising this great body of local workers, supplying them with suggestions, and, to some extent, with material, it has tackled propaganda on the national scale. It has supplied much "copy" to the Press. It has answered many newspaper criticisms. It has killed an incipient scandal campaign. It is making contact with many organisations with parallel aims. It has initiated research into forces and problems which are creating friction between the Service and the public, and into the best means of directing and co-ordinating local government propaganda. It has embarked on the production of the first big-scale series of films

EACH DOT represents a branch with a public relations correspondent. There is one not shown—Inverness—and so many in the Metropolitan area that it is impossible to indicate each.

WHAT WOULD YOU DO ?

"Public Relations" says this article . . . "is a task in which every local government officer, whatever his job, must take part."

To give each officer an opportunity of doing so, we offer a first prize of £1 1s., and a second prize of 10s. 6d. for the best practical suggestions, outside the present programme, for bringing home to the public the range, the interest, and the importance of local government.

Entries, not exceeding 200 words, must reach the Editor, *Local Government Service*, 24, Abingdon Street, London, S.W.1, by first post on Wednesday, January 18.

designed to take the public, and particularly the schoolchildren, behind the scenes of local government, showing them democracy in action, and winning their interest and enthusiastic co-operation in its working.

In this and similar ways it has laid the foundations for the expansion of Public Relations into a force of power and influence.

We use the word foundations deliberately. For the real work of Public Relations has hardly began. So far we have barely touched the fringe of the problem. Our films, our exhibitions, our lectures, our newspaper articles, and our booklets, have reached only a fraction of the millions we want to reach and must reach if the work is to be a success. We are yet far from telling the story we want to tell, in the words we need, to the audience we seek to reach. That story must be written, must be told and retold, until there is not an individual in the land who does not realise and appreciate the importance of local government, who does not respond to the challenge of its fight against poverty, sickness, crime, dirt, ignorance and social maladjustment, and who does not desire to see its work for communal well-being strengthened and expanded.

And so we look to the future ; to the day when every branch of N.A.L.G.O. shall have its own organiser of Public Relations, when every newspaper and magazine shall expound the significance of communal social service, when the cinema screen shall display its drama, the radio reveal its interest and debate its problems, and when groups and individuals everywhere shall discuss and desire its wider development.

The task is a tremendous one, calling for all the energy, all the enthusiasm, and all the imagination of which members of N.A.L.G.O., collectively and individually, are capable. It is not a task merely for 300 or 600 public relations correspondents. It is a task in which every local government officer, whatever his job, must share. For every officer, in his contacts with the public he serves, is an ambassador for the Service. By the efficiency, the courtesy, the tact, and the enthusiasm he shows, the Service as a whole will be judged.

Is Public Relations worth while? The answer rests with N.A.L.G.O.

WHERE DOES YOUR SUBSCRIPTION GO?

The estimated average subscription to N.A.L.G.O. during 1938 was 15s. 3d. per member. Of each 15s. 3d.:

Branches retained a total of 5s. 6d.

District committees and branches received 10d.

Head office administration cost 1s. 6d.

Head office salaries amounted to 1s. 4d.

Divisional expenses were 1s. 2d.

Divisional office salaries made 1s. 5d.

This Journal cost 1s. 2d.

National Executive Council and committee meetings cost 8d.

Educational—including Weekend and Summer Schools—cost 8d.

Legal assistance to members and Parliamentary expenses cost 6d.

Public Relations programme—including films and Press publicity—totalled 3d.

Expenses of holding meetings of Provincial Whitley Councils amounted to 2d.

One penny was placed in the Association's general reserve fund.

WE NEED MANAGERS FOR OUR CITIES!

—says J. G. HILLIER

The articles by Mr. D. B. Tweedy on the Council Manager plan as applied in the United States, which appeared in October and December, have aroused much interest. This month two N.A.L.G.O. members express their views on the idea. One would like to see it adopted here; the other believes that equal efficiency could be secured by less "dictatorial" methods. What do you think?

MR. J. HENRY GOUGH, town clerk of Ripon stated in the "Town and County Councillor" recently that the aldermen and common council of the city of Staunton, U.S.A., appointed the first city manager because they considered the administration of the city's affairs by standing committees to be "cumbersome, inharmonious, and inefficient," and because they were "weary of the unsystematic manner in which the civic business was conducted."

How much more should we consider this question—we, who suffer from these things and from many even worse ailments?

English local government lacks what every other organisation in the world has—individual responsibility. Every other organisation—State, Government department, private business, or trading corporation—makes provision for personal leadership. As Hitler says in "Mein Kampf": "All great deeds in history are connected with one name. All invention, discovery, all cultural conquest, are summed up in one name."

Sir Ernest Simon sums up the position in an article in "The British Civil Servant." "Even more serious," he says, "is the fact that there is no co-ordinating of the work of the committees, no central planning. It is nobody's business to think and plan the good government and development of the city as a whole. And, therefore, this vital work is not done; the kind of planning by which the burgomasters have made the German towns what they are has simply not been done in England; because it is nobody's business to think about it."

The men needed in local government are excluded by our present system of referring every little detail of administration to committees and sub-committees. This system necessitates great calls on the time of councillors, many of whom are business and professional men and simply have not the time, nor, I should think, the inclination, to attend all these fiddling committees, however public-minded they are. As a result we now have three kinds of councillors—

Those who have retired from work;
Those who never have worked; and
Those—to quote Mr. John Sargent, director of education for Essex, in his presidential address to the educational section of the British Medical Association, "who are, in fact, professionals rather than amateurs because, as officials of political or other associations, it is expedient for them to become members of educational authorities from the point of view of promoting the objects which their associations have at heart."

This is obviously a bad state of affairs. We want working, business, and professional men on councils, not the old and decrepit, nor those who have never had a business training. Least of all do we want axe-grinders. The only way to get better councillors is to reduce the calls on their time.

At present, in England, administration is not in the hands of qualified administrators, but in the hands of qualified technicians—lawyers, engineers, doctors, and so on. In the summary of the evidence given to the Hadow Committee in 1934, part of Sir Ernest Simon's evidence is summarised in this significant phrase: "administration by technicians is bound to be extravagant administration." Bearing in mind the huge sums which Mr. D. B. Tweedy quoted in recent numbers of LOCAL GOVERNMENT SERVICE as having been saved in American cities where the city manager plan has been adopted, I wonder whether our rising rates could not be drastically reduced by adopting this system.

The proposal to adopt the scheme in England is not new, nor is it without a ready-made opposition.

Its adoption would be "subversive to the democratic system of local government in this country" in the opinion of the Association of Municipal Corporations, though there is no mention in the Hadow Report, from which I take this extract, of any reason for this statement. The Society of Town Clerks said that "no officer corresponding to the general manager of a commercial undertaking, or a burgomaster in Germany, or a town manager in America, would . . . fit in with the traditions of England's local government or be acceptable in English municipalities." The Institute of Municipal Treasurers and Accountants was of a similar opinion.

But the Society of Medical Officers of Health let the cat out of the bag. In its evidence the society said that it was "prepared to recognise the clerk as the principal officer of the council, but did not consider that he should have any authority over other chief officers of the departments." In other words, the societies of the present chief officials are afraid of an administrative chief being put above them all, and though these associations object to the proposal, in no case is any valid reason given why its adoption would not be for the benefit of local government.

Among persons and societies who have no such interest there is evident an entirely different feeling. For example, Mr. L. Hill, on behalf of N.A.L.G.O., explained that the Association's view was that "in the near future which probably lies before us in local government, with bigger areas, we might find room for the qualified administrator of a type you have in the Civil Service—an administrator as distinct from a lawyer or an engineer . . . a sort of composite figure between the American town manager and the German burgomaster."

Were England to be re-divided into bigger local government areas and a chief administrator (if you do not like the word city manager) appointed above the technicians for each district, our rates would soon decrease, popular interest would be reawakened, and local government would be worthy of England.

BETTER ADMINISTRATION THE ALTERNATIVE

—says J. H. BURTON

WHETHER applied nationally or locally, the dictator system is not generally favoured in this country. A few countries have tried the system nationally, with well-known results. America and Ireland, too, to a small extent, have tried the city manager plan, but no great advantage over the English system of local government has been adduced to the principle.

There need be neither dictators nor city managers in this country. English law and custom make it possible for good administration to be secured by harmonious collaboration between the unpaid members of local councils and the paid officers of the authority. How can this be done? The basis for my suggestions is that councillors should—as they do now—direct policy, and officials should control administration.

At present there is, or should ordinarily be, in each department:

A chief officer possessing full technical qualifications, considerable practical experience and training, administrative, organising, and controlling ability, a large measure of tact, and a true sense of economy—that is, wise spending, not profligate saving; and

A deputy and such sectional heads as are reasonably required, with qualifications of the same type, if not of the same standard, as the head, so that the latter can devote his time to supervising, controlling, and advising.

In each department there is, or should be instituted, such managerial aids as are appropriate, and a general system of efficiency investigations, including technical, as well as financial, audits. By managerial aids is meant budgetary control, system, statistical data, costing, audit, and inspection, all to be *used* in effective management, not merely looked at and filed away.

There should be full co-operation between all the chief officers. This does not mean doing one another's work or turning a blind eye to something that another has done wrong. That would lessen the degree of efficiency. Each chief official should keep to his own sphere, and if there is a "rebel" or a "poacher" the others should deal with him. Should the spirit of co-operation fail to reach the desired standard, the problem would be to decide whose job it was to find a remedy.

Though chief officers are not all of equal importance in function or remuneration, each is directly responsible to the committees and the council. Should there be a chief-of-chiefs who could induce or compel compliance or harmony, or alternatively, report to the committees or council direct?

A controlling and co-ordinating head would not need to be an expert in the technicalities of all departments, nor even of one department. The Hadow Committee favoured local authorities having a general administrative officer, a layman except in regard to administration; but that did not materialise. There are strong objections to the principle. A chief administrator would need to be possessed of more than theoretical knowledge. Practical training and the natural gift of administrative ability would be essential. Without these, scholastic education and even business experience would not suffice. Real administrators are, to some extent, like poets—born, not made.

To suggest efficiency investigations as an alternative may be regarded as a revolutionary departure from precedent. But why? Everybody is accustomed to an audit or investigation of accounts and financial records, though few seem to think that other activities of a local authority ought also to be examined, criticised, and reported upon. Yet it seems just as logical and necessary that the work and organisation of all departments—technical, administrative, and advisory—should be similarly investigated by an appropriately qualified, independent, expert.

Unconscious or deliberate waste of time and materials may occur, and, unless there is strict scrutiny, may remain undetected and even increase in volume. This causes much greater loss than is likely in regard to cash. The latter is not so vulnerable. It does not deteriorate or become obsolete. And it cannot be denied that the number of thieves of time and goods far exceeds the number who steal cash. Many an "honest" person does not mind arriving late, leaving early, exceeding his lunch time, having a five-minute chat on a topic wholly unconnected with his duties, and using his employer's notepaper and envelopes on which to write a private letter in the latter's time. Yet he would "rather die" than misappropriate the smallest sum of money or falsify the records. This is largely a consequence of the utter disregard of control of time and materials and the absolute sanctity with which the custody of money belonging to others is regarded.

A council, as a body, is, at best, capable of detecting only gross and patent inefficiencies. The less obvious kinds of loss, though probably of greater magnitude in total, can be detected only by reports of experts, either outsiders or council officials.

I therefore suggest that, to secure and maintain a high degree of efficiency:

Technical departmental investigations are occasionally desirable, whether there is any apparent need or not;

The investigator should be an appropriate person with deep and wide knowledge of the work of the department, undertaking, or service; and

A general review and investigation should be made periodically by a further expert, preferably a general administrator of proved ability.

The adoption of such a system would, I believe, secure as high a state of efficiency and economy in local government administration as it is reasonably possible to attain. I consider it better than the city manager system. It should be economical, not because it would uncover individual inefficiency, but because it would disclose defects which become apparent only when a collective review is made. The results may not reflect adversely on any individual: the gains would probably arise from proper co-ordination and co-operation.

Branch Magazine Page **Edited by Norman H. Rogers**

MAKE 1939 A BUMPER YEAR!

IT was with real pleasure that I accepted Mr. Rogers' invitation to fill this space with a New Year greeting to all my fellow editors and readers of branch and district magazines.

To say that 1939 will be a record year for the N.A.L.G.O. branch magazine would be a truism. A year ago only 30 magazines were known to Headquarters; to-day that total has increased to 40, and at least half a dozen more are "on the stocks." How many will there be by January 1940?

There can be no doubt that N.A.L.G.O. journalism is flourishing as it has never done before. Not only are magazines more numerous; most are attaining far higher standards of production, content, and interest. The magazine that is no more than an uninspired record of branch meetings, impending weddings, sporting events, and anaemic humour, is rapidly disappearing. In its place there is arising a publication that is a real force wherever it circulates, stimulating interest, arousing thought, focusing opinion, and, in general, helping to weld a collection of isolated individuals into an active and united group. And that, surely, is the prime function of the branch magazine.

I look forward to the day when every member of N.A.L.G.O. will receive each month two journals: one a national publication which will direct his thought and interest along national channels, making him feel that he is part of a national organisation and a national Service; the other, equally valuable, a branch or regional journal that will appeal to his local loyalty and help to make him a useful and constructive part of his local machine, upon which the national machine depends.

That day is still distant; but it will come. And it will be a great day for N.A.L.G.O. For this Association is no more than the sum of its members. And when every one of those members is stimulated by a branch magazine, encouraging the active, inspiring the apathetic, the Association will rise to levels of power and influence yet undreamed of. Therefore, let us all, editors and would-be editors, make our resolutions for 1939. If I might suggest a few, they are these:

I will make my magazine more interesting—for interest is the essence of journalism;

I will give free expression to every opinion—for controversy is the spice of life;

I will be ruthless with axe-grinders, publicity-seekers and bores—for they are public nuisances;

I will seek more new ideas and new features—for novelty is the secret of vitality;

I will preserve always my independence of judgment—for it is my editorial birthright;

I will strive never to be dull—for dullness is journalism's deadliest sin.

Perhaps these are enough for us to be going on with.

ALEC SPOOR, Editor "L.G.S."

HINTS ON PRODUCTION COSTS—1. Duplicating

BEFORE a branch magazine is established, its sponsors should possess some knowledge of the expenses involved. Circumstances vary. One branch will obtain better terms than another from printers or stationers; another will have to pay for labour whilst elsewhere voluntary assistance will be forthcoming.

In this article, the cost of producing "Calling Croydon"—a duplicated magazine—will be covered. Next month M. J. Miles, of Coventry, will deal with a printed magazine—"Camera Principis."

"Calling Croydon" is produced within the branch and is issued quarterly with a normal content of 26 pages. Paper costs 2s. 1½d. per ream of 480 sheets. To save paper, time, and labour in collating, two pages are duplicated on one sheet, thus utilising both sides of the paper. This process requires careful handling, and although "readability" is considerably reduced, results in Croydon have been quite successful, additional expenditure on paper not having been justified. Stencils normally cost 7s. 6d. a dozen, but it is understood that cheaper ones are on the market. Ink is 6s. 6d. a tube.

Based on the figures just quoted, the table below has been drawn up to show costs of materials used in producing a number of magazines of different circulations. A 24-page edition has been taken as an illustration, and it will be clear that materials for the production of, say, 120 copies works out at either £1 14s. or £1 7s. 6d., according to whether one or both sides of paper are used. Magazines of other sizes or circulation will vary in cost proportionately.

Cost of labour will depend upon circumstances. It may be possible to obtain voluntary labour, but in any case, payment may generally be fixed to suit the branch purse. "Calling Croydon" pays for duplicating at the rate of one shilling a page, which includes collation and distribution. Typing is done voluntarily.

The appearance of a duplicated magazine is considerably enhanced by a printed jacket. "Calling Croydon" has an attractive yet quite economical cover, printed locally, at a cost of £3 10s. for 2,800.

N. H. R.

COST OF MATERIALS TABLE

No. of Copies	Paper (480 sheets)	Stencils *a	Stencils †b	Ink a	Ink b	Total Cost of 1 sheet a	Total Cost of 1 sheet b	Cost of 24 page edition a	Cost of 24 page edition b
	s. d.	d.	s. d.	d.	s. d.	s. d.	s. d.	£ s. d.	£ s. d.
100–120	6½	7½	1 3	3	6	1 5	2 3½	1 14 0	1 7 6
200–240	1 1	7½	1 3	3	6	1 11½	2 10	2 7 0	1 14 0
300–360	1 7½	7½	1 3	6	1 0	2 9	3 10½	3 6 0	2 6 6
400–480	2 1½	7½	1 3	6	1 0	3 3	4 4½	3 18 0	2 12 6

*—magazine duplicated on one side of sheet only. †—both sides.

Magazines Boost Whitleyism

MR. J. B. SWINDEN, Organising Secretary of N.A.L.G.O., has put into simple, easily-understood language the principles behind Whitleyism. In "Whitleyism and You," he explains a subject in the forefront of the Association's politics. This article was specially written for Branch Magazine Exchange, and has proved exceptionally popular. One editor wrote: "We are agreed that the article is a 'peach.' The Exchange hopes to circulate an article on the National Salaries Scale early this year.

New magazines continue to make their appearance. "Staff Bulletin," the official journal of the Sutton and Cheam branch, is duplicated, very carefully produced, and brightly readable.

The format of "Enfield Nalgo Notes" has considerably improved. Previously it was a number of duplicated foolscap pages, but now it has quarto make-up.

"Women in Nalgo," by Miss Iva Stansfield, is also enjoying a popular circulation as an article. "Somerset Scribbles" uses it to good effect in its pre-A.G.M. edition, which says: "It is the policy of 'Somerset Scribbles' to promote a sense of public service which should be a prominent feature of the mental outlook of each and every local government officer."

No apology is made for the constant reference within these pages to "Camera Principis," Coventry. In the November edition a superb art plate, of tasteful layout, showing the two winning prints in the Photographic Competition, was issued.

CALLING ALL WOMEN

The How, Why, and Where of Juvenile Employment

By EIRENE M. WANSTALL, M.A., Immediate Past President of the National Association of Juvenile Employment and Welfare Officers

"WHAT does a juvenile employment officer do? How can I become one? What has this service to offer me?" In answering these questions I shall do my best to avoid donning the rose-coloured spectacles of the enthusiast or taking the jaundiced view of the disillusioned.

The juvenile employment officer is normally the head of a sub-department in the education department, called the juvenile employment bureau. Its staff may number anything from one to forty or more, but the average lies between five and ten. Their duties vary according to the size and character of their particular area. They are mainly occupied, however, in giving advice as to the choice of occupation to boys and girls from elementary, technical, and secondary schools; in registering applications for work from boys and girls and vacancies from employers, in sending forward candidates, in following the after-careers of the young people placed, and in administering on behalf of the Ministry of Labour the Unemployment Insurance and Assistance schemes in so far as these relate to juveniles.

The amount of individual interviewing and detailed work of any kind which a juvenile employment officer can undertake personally depends on the size of the area and of the bureau staff. In larger areas a juvenile employment officer's work becomes almost entirely organisation, supervision, and committee work.

It is not easy for a woman to become a juvenile employment officer under an education committee. Out of 121 members of the National Association of Juvenile Employment and Welfare Officers, only 28 are women. Some authorities still advertise for a "Juvenile Employment Officer (man)." However, there are women in charge in Kent, Cambridgeshire, Birmingham, Newcastle, and West Ham, as well as in smaller authorities, so if you are determined on this career it is a heartening thought that the largest area in the country where the education committee operates a juvenile employment scheme has a woman organiser.

There are two main avenues by which women can enter this service. Having secured your school certificate you may apply for and obtain a junior clerkship in your local education office at a salary of about 15s. a week, and, either at once, or after experience in other sub-departments, be allotted to the juvenile employment bureau. It is unlikely, though, that you will ever be promoted to be a juvenile employment officer here or elsewhere by this course, unless, while at work, you study for and obtain your degree either at a local university or as an external student of London University. Economics, history, and psychology are all relevant subjects.

The other method of entry is as a graduate between the ages of about 21 and 28. Openings are advertised in the educational papers from time to time, and to the University Appointments Boards; they are generally in the larger offices and carry an initial salary of about £150 to £190 a year. Officers appointed in this way are not employed on routine clerical duties; instead, an attempt is made to give them an insight into all sides of the work, with special concentration on the more skilled part of it. Provided such an officer shows interest and becomes efficient, her path to a headship is comparatively straightforward.

Before attempting to pursue this career, however, you will be wise to consider carefully whether you possess the qualifications essential for success. Are you fond of being with people, and are you a good mixer? A juvenile employment officer has to co-operate not only with boys and girls, but with parents, teachers, other government officials, employers, trade unionists, and social workers. The work differs from that of a club leader, teacher, or probation officer, in that it involves making rapid contacts with a large number of people rather than more permanent contacts with relatively few.

Are you versatile? Do you enjoy doing a bit of many things, or do you greatly prefer concentrating for a long spell on one job? If the latter you will be well advised to avoid juvenile employment work. In addition to interviewing at the office and schools an officer has to visit employers' factories to see conditions at first hand, to draw up indentures, appear as witness in the police court, buy outfits, act as secretary to committees, write reports, address meetings, and undertake a variety of other tasks. Through it all she must keep her head and her temper; otherwise she may do an incalculable amount of harm.

Have you a good memory for detail and the patience and perseverance to master a vast code of regulations?

Finally, are you prepared to work really hard morning, afternoon, and evening if need arises? There can be no question of being free after five every day in a juvenile employment bureau, since boys and girls and parents who are at work all day must be given facilities for interviews in the evening. Sometimes it is possible to take compensatory time off in the day, but more often it is not.

What does the juvenile employment service offer in return for all it demands? Financially, the rewards are not great. Salaries for women assistants rarely reach £250, although there are a few posts at higher figures. Salaries of juvenile employment officers range from about £250 to £750, with many posts at about £300, and only a few over £400. As in all local government posts there is, of course, reasonable security of tenure, and in the future there will in every case be pension rights.

Status, as in so many other occupations, is largely what you make it. A competent woman with natural dignity will receive the consideration due to a senior officer of the Education Committee.

If you should decide to be a juvenile employment officer I suspect it will be because you have fallen in love with the idea of this kind of work, its variety, human interest, the humour which bubbles up in all sorts of untoward circumstances, and, above all, the chance to help your fellow-men. It is one of the most satisfying features of our work that it is not concerned, like many valuable social services, with treating the casualties of civilisation, but provides a service for its potential citizens which would be essential even in Utopia.

* * *

Woman as East Ham's President

For the first time in 33 years, East Ham, with 410 Nalgo members, has chosen a woman for its President. Mrs. A. A. Woodman, whom we warmly congratulate, has been a member of the branch for 22 years, was a member of the first Joint Committee of Councillors and Officers set up in 1920, and is a Founder Member of the College of Nursing.

She is now serving upon the Women's (Public Health) Services Sub-Committee and played an active part in compiling the N.A.L.G.O. Nurses' Charter.

She wrote an article: "We must demand action," for this page last month.

* * *

Six Out of Ten Oppose Marriage Bar

Of a representative group of people asked if they thought a woman should be barred from employment because she was married, 28 per cent said "Yes" and 63 per cent said "No." The remaining 9 per cent expressed no opinion.

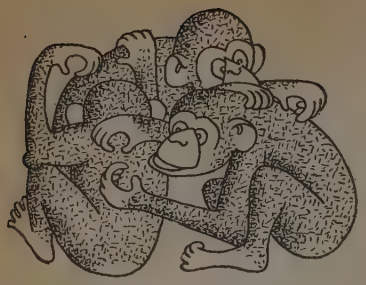
This was the interesting result of an inquiry carried out by the British Institute of Public Opinion recently, with the co-operation of the "News Chronicle." Of the men questioned, just over half opposed the marriage bar; of the women seven out of ten.

Analysis of the replies showed that younger people and those with average incomes—to whom the relation of marriage to income is most important—were more generally opposed to the marriage bar than were older people and those above or below the average income level.

Supporters of the bar declared that home was the right place for married women and considered that their removal from the working population would assist unemployment.

Opponents of the bar argued that capability, not marital status, should be the criterion and that hardship was caused by forcing a choice between marriage and a job. They believed that many thousands of women are forced to keep their married lives secret, or to enter on clandestine relationships, to save their jobs.

It has been estimated that of the five to six million women workers in Britain, 30 per cent are married. But many public and private employers, including Government departments, local authorities, banks, and commercial houses, still insist on the marriage bar.



Happy Thought for the New Year

How much misery is presaged to us, when we come so generally weeping into the world, that, perchance, in the whole body of history we reade but of one childe, Zoroaster, that laughed at his birth.—*John Donne (in a sermon preached on Christmas Day* 1625).

* * *

Social Climbers at Work

Gigantic snobs shook her.—*From a Serial.*

* * *

Guildhall in the Early Nineteenth Century

If a man goes into Guildhall—at a session, for instance—he cannot help being struck by the resemblance there is among the loose, purple-robed, white-faced, flabby, live-turtle-looking things ranged on each side of the chair called Aldermen and Common Councilmen, that all look as if they were made in the same mould.—*R. S Surtees in "Hillingdon Hall."*

* * *

Brevities

Some women are temperamental—ninety per cent temper and ten per cent mental.

* * *

No man is much pleased with a companion who does not increase, in some respect, his fondness for himself.

* * *

Should men marry? By all means. If you get a good wife you will become very happy. If you get a bad one you will become a philosopher.

* * *

Civilisation

One of the naiver travel-films on in London lately showed the arrival of civilisation on the islands off the north coast of Australia. "Primitive uncultured" black children were shown being saved from themselves. One sign of salvation was that they were all dressed up in slips.

Without a trace of conscious humour a commentator intoned, "Young girls

who might have been brides to-day are instead enjoying a brisk game of basketball."—*William Hickey.*

AT RANDOM

By "HYPERION"

The origin of civilisation is man's determination to do nothing for himself which he can get done for him.

H. C. Bailey.

Local Government Post-Bag

Dear Sir,—As you see I am a tenant of the Council's. About midnight on Saturday, 9th inst., my family were awoken by a noisy party taking place in the same block of flats.

The central figure appeared to be a pianist who kept his foot on the loud pedal whilst the rest kept time by stamping their feet. To liven the proceedings a male chorus gave selections at the top of their voices and presumably the females indulged in dancing with clogs on.

This continued until 2.0 a.m. on Sunday, all attempts to make them cease being treated as a huge joke or an encore.

Yours faithfully,

* * *

Dear Sir,—Just a line to let you know

that I am getting hot water now and it is a great pleasure.

Thanking you very much,

Yours faithfully,

* * *

Dear Sir,—I understand you are responsible for all the births in this district, so will you please come to see me soon?

* * *

Absent-Mindedness

You remember, perhaps, the apocryphal story about the late Canon Spooner (of blessed memory) when he went to see his wife off at a railway station. He kissed the porter and gave his wife threepence.

Here is an American story about an absent-minded professor.

"Where is the car?" demanded Mrs. Diggs.

"Dear me," ejaculated Professor Diggs, "did I take the car out?"

"You certainly did. You drove it to town."

"How odd, I remember now that after I got out I turned around to thank the gentleman who gave me the lift and wondered where he had gone."

* * *

Forestalled

Son (entering office): "Well, dad, I've just hopped in to say hullo."

Dad: "Too late, my boy. A few minutes ago your mother just hopped in to say hullo—and I haven't a penny left."

* * *

Examination

Q. What is the use of the skin?

A. The use of the skin is to hold the bones together, and to give you a better complexion.

Foreign Affairs

A citizen of Berlin, fed to the teeth with Hitlerism, decided to commit suicide. The best way to die he argued, was to drink himself to death. So he drank three bottles of gin.

But it was ersatz (synthetic substitute) gin; so he didn't die.

He bought a rope, and tried to hang himself.

But it was ersatz rope, and broke; so he didn't die.

In despair, the Berlin citizen decided to live. To cheer himself up, he went out and had a whacking good meal at the nearest restaurant.

It was ersatz food; he died.

* * *

There was one fundamental difference between Nazi-ism and post-war Western democracy. In France and in Britain rich and poor alike expected something from the State, and grumbled when they did not get it. In Germany, youth, at all events, was prepared to pull in its belt and to make sacrifices *for* the State.—*R. H. Bruce-Lockhart ("Guns or Butter").*

* * *

Jazz and Jews

Jazz has long ago lost the simple gaiety and sadness of the charming savages to whom it owes its birth, and is now for the most part a reflection of the jagged nerves, sex repressions, inferiority complexes and general dreariness of the modern scene. The nostalgia of the negro who wants to go home has given place to the infinitely more weary nostalgia of the cosmopolitan Jew who has no home to go to.—*From "Music Ho!" by Constant Lambert.*

* * *

A Jew writes to a friend abroad: "We have a marvellous life under Hitler. Not a hair of the head of a Jew has been harmed. Atrocity stories abroad are lies. Uncle Max, who expressed the opposite opinion, was buried last week.—. *From "Inside Europe," by John Gunther.*

* * *

Overheard

One old gentleman to another:

"*Wishing, wishing*, you're always *wishing*. I wonder when you'll *stop* wishing."

* * *

That is To Say

A Head of a college had, so it was said, one sermon only in his repertoire: this he had composed for a congregation of villagers in the Isle of Wight. The time came around when he had to preach to the undergraduates of his college. Why go through the toil of preparing a special discourse? He drew the old one from his desk. All went well for a few minutes; and then came the fatal sentence: "Those of you who are mothers." There was a slight perturbation in the audience. The preacher, sensitive to his surroundings, felt that he had said something not altogether appropriate. He hastened to amend his reading. "I mean, those of you who will be."—*From "As I Remember," by E. E. Kellett.*

* * *

Those New Year Parties

Guest: "Well, good-night. I hope I haven't kept you up too late?"

Host (yawning): "Not at all. We should have been getting up soon in any case."

Strange Somnambulist

A lady was awakened in the night with the disagreeable sense of not being alone in the room, and soon felt a thud upon her bed. There was no doubt that someone was moving to and fro in the room and

that hands were constantly moving over her bed. She was so dreadfully frightened that at last she fainted. When she came to herself, it was broad daylight, and she found that the butler had walked in his sleep and had laid the table for fourteen upon her bed.—*A. J. C. Hare.*

* * *

Bring Me Your Difficulties

Dear Beachcomber,—How can we stop the mice in this house coming downstairs into the dining-room and kitchen before we are up ?

Dear Sir,—Hide their little trousers when they go to bed.

Daily Express.

* * *

Nudists' Golf Tournament

Played in minus fours ?

* * *

Abbreviation

Coue complained that his famous formula, " everyday and in everyway, I am getting better and better " was of little use in America. It took too long to say. Americans just cut it down to " Hell, I'm well."

* * *

Novel Grounds for Divorce

In Massachusetts, a lady sued for divorce because her husband used her

three goldfish as bait when he went fishing.

In Kansas, a wife sought a divorce because her husband would not agree to name their ten pound twins Avoir and Dupois.

In Maryland, a wife sued for divorce because her fingers were burned in her husband's trouser pockets by a device which exploded every time his pocket-book was touched.

In Wisconsin, a wife sued for divorce because her husband made her say " Yes, sir " when he addressed her, and every time she forgot made her stand in a corner and repeat " Yes, sir," five hundred times. —*From " The New Yorker."*

A.R.P. Again

Without irreverence it may be urged that the same tender care should be bestowed upon this family A.R.P. guide, as was traditionally given to the family Bible.—*Gloucester Citizen.*

* * *

The first bomb with which the clothing was tested gave out such intense heat that the man making the experiment was unable to reach it by yards.

The second bomb, this time approached by someone more suitably dressed, but armed with the officially recommended shovel, went straight through the shovel when an attempt was made to lift it.

The firm then wrote to the Government pointing out the poor results obtained from the recommended equipment. The reply was that the firm must have been using the wrong type of incendiary bomb.—*Letter in " Hornsey Journal."*

* * *

The Irish Mask

Gas masks reached Dublin during the crisis, and are still being sold in some of the scientific shops. Some of the fashionable dressmakers have specimen masks.

A woman was being fitted with one when the assistant asked : " Can you breathe ? "

" Yes."

" Then it must be leaking."

* * *

Mayor's Corner

The Mayor then asked if an expenditure of £2,700 a year on an Art School was justified. Culture, he said, was something that was innate. It could not be superimposed.—*Eastbourne Herald.*

* * *

Indignant Councillor : " Mr. Mayor, we are ostracising the ratepayers of this borough by giving them pinpricks ! "

* * *

Rivals

In a remote outpost on the N.W. Frontier of India, after a rough skirmish with some tribesmen, a prisoner was brought back to the Post by an exultant subaltern.

The subaltern in the mess that night explained how he had been overcome by the smell of his prisoner, and remarked that he " smelt worse than any goat."

He was immediately taken up by the senior major, who told him not to talk nonsense because everyone knew that nothing alive could smell worse than an old billy goat.

But the sub stuck to his guns and they had a wager on the question.

Three officers agreed to serve as judges and an old billy goat was searched for and duly found.

The goat was brought into the room and taken up to the major who promptly fainted. This seemed fairly decisive, but the prisoner had yet to appear. He was brought in amidst a perfect halo of smells, and the goat fainted.

The sub. got the wager.

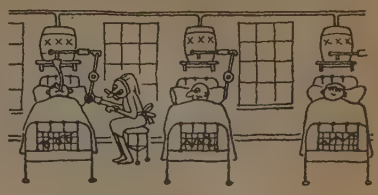
* * *

Cupid's Feet

" No," said the woman next door emphatically, " I don't 'old with these 'ere therms. When I says gas, I means gas, and I like to know what I'm paying for. Therms, indeed ! Why can't we 'ave it like we used to 'ave it—by the Cupid's feet ! "

In Praise of Whisky

As far back as the year 1577 this glowing account of whisky appeared in



Holinshed's Chronicles :

" Being moderatelie taken it sloweth age, it strengtheneth youth, it helpeth digestion, it cutteth flegme, it lighteneth the mind, it quickeneth the spirits, it cureth hydropsie, it pounceth the stone, it expelleth gravell, it puffeth awaie all ventositie—it keepeth the weason from stifling, the stomach from wambling, the heart from swelling, the bellie from wirtching, the guts from numbling, the hands from shivering and the sinews from shrinking, the veins from crumpling, the bones from aking and the marrow from soaking."

* * *

Government

Boswell : " Have you not been vexed by all the turbulence of this reign, and by that absurd vote of the House of Commons, ' That the influence of the Crown has increased, is increasing, and ought to be diminished ' ? "

Johnson : " Sir, I have never slept an hour less, nor eat an ounce less meat. I would have knocked the factious dogs on the head, to be sure ; but I was not vexed."

* * *

Two books by

HYPERION

The Lighter Side of Local Government

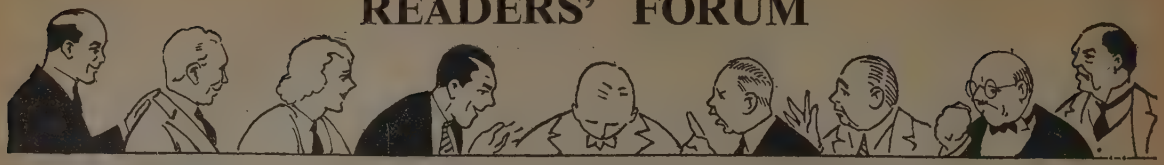
Illustrated 3s. 6d. net.

Speaking After Dinner *Illustrated 6s. net.*

George Allen & Unwin

The Councillor who got a copy of "The Lighter Side of Local Government" mixed up with his agenda—*With apologies to Eno's*

READERS' FORUM



DISTRESS IN SPAIN

Should Charity Begin at Home?

I was surprised and indignant to read in the December LOCAL GOVERNMENT SERVICE the missive from the six gentlemen of the Shoreditch branch.

It appears that they cannot be aware of the poverty in this country, and, whilst having every sympathy with the Spanish people, I feel strongly that the writers should first extend their proposed aid to the distressed areas of the British Isles.

My indignation is accentuated by the fact that their article is followed by a letter giving details of the excellent work done by our own Benevolent and Orphan fund, and the statement that it may have a deficit of £3,000 at the end of the current year. I feel sure that this, and like institutions, would much appreciate the help that it is proposed to send to another land. The writers are, in all probability, fully aware of this fact, but I see no mention of it in their article, nor any attempt on their part to obviate it. I gather that the hardships undergone by their own countrymen are ignored when those of foreigners are in the public eye.

I object most strongly to the proposal that N.A.L.G.O.'s resources should be utilized for the relief of the Spanish people, lamentable as their circumstances are, and would suggest that charity should in all cases begin at home—commencing with the Benevolent and Orphan fund.

It is asserted that the communication under discussion is non-political. I beg to differ. Veiled condemnations of certain countries are made. I put it to these gentlemen that they cannot possibly have any intimate knowledge of the internal affairs of these countries, and that they are accordingly not qualified to pass judgment upon them. If, however, their statements are correct, is it not possible that if aid is received by one combatant it is likewise received by the other, and, further that it is not wholly war material?

We had no hand in starting the Spanish war, and I strongly doubt whether, in similar circumstances, the Spanish people would be so sympathetic with the people of this country.

ARTHUR S. HARMAN.

Brighton.

Interference not our Job

Every man and woman in this country must deprecate the appalling conditions prevailing in Spain to-day and the hardships which the women and children are called upon to face, but to suggest that N.A.L.G.O. should contribute to the relief funds which are being organised by a section of political opinion in this country is absurd—it is not only absurd, but it is also dangerous.

There are far too many of our own women and children suffering from undernourishment through lack of sufficient food, consequent, of course, upon the unemployment of their men-folk. So long as we have the stigma of our own distressed areas I maintain it is our duty to alleviate the hardships of our own people before contributing to the needs of an alien nation.

CECIL H. EVANS.

55, West Street,
Chichester.

We have received another letter expressing similar views, signed "Hebe."

Members Want to Help

We wish to express our complete agreement with the letter from six members of the Shoreditch branch last month. Many thousands of members would, we are sure, be ready to contribute to a fund organised by N.A.L.G.O. in aid of the starving women and children of democratic Spain. Their need is vital and urgent. Nearly four million children are being subjected to the horror and brutality of modern war, and now, in this third winter, many will die of starvation unless immediate help is given.

In some local branches, already, unofficial efforts are being made to send food to these innocent victims of inhuman aggression. Could not N.A.L.G.O. organise official weekly or monthly collections in branches so that local government officers would be given an opportunity of demonstrating in a practical manner their sympathies with their unfortunate brother democrats in Spain?

THIRTY-TWO MEMBERS OF HESTON AND ISLEWORTH BRANCH

We have had a letter in similar terms from J. Flanagan, Gas Department, Manchester, urging members to send donations either to the National fund or to the Manchester and Salford Foodship for Spain Campaign, 40, Deansgate, Manchester.

A CALL TO YOUNG OFFICERS

"Demand Representation!"

I read with great interest the letters from "H. E." and "Hopeful" in the November number regarding juniors and their claims to a higher minimum salary and promotion in the Service.

At the outset I wish to state that I strongly support them in their arguments, feeling that they deserve the ungrudging support of all militant Nalgo-ites, and only by continual agitation will their goal be reached.

My own experience is that too much attention has been paid to those members "sitting pretty" as far as salaries and grades are concerned, and the time has arrived when the bottom end of the salary scales should receive attention.

I have been an active member of N.A.L.G.O. for many years, fearlessly defending members of my own station in their efforts to improve conditions. For my efforts, along with other juniors, I was elected to the executive committee of the Swansea branch and during the last twelve months can look back with a little pride on what has been achieved. There is still a great job of work to be done, because our programme is not completed. If again elected at the annual meeting I shall still show and devote my militancy to the betterment of the junior members.

To the juniors of all branches throughout the country I urge this clarion call: "Demand representation on your branch, district and national executive committees."

EDGAR D. FAIR.

"Marriageable" Members' Plight

May I support "Little Me" of the last number, by asking the following questions?

Are the aims and objects of N.A.L.G.O. forgotten by the majority of members or is it that N.A.L.G.O. has forgotten the plight of the male marriageable member?

Is N.A.L.G.O. failing to obtain its real objective?

Shall we get even a salaries scale according to age, and the systematic rotation of work in our offices?

Until N.A.L.G.O. representation throughout the country is ruled by common sense and without thought of personal gain or greed, the Association will remain ineffective to the majority of members who are not the favoured personnel.

Wake up N.A.L.G.O., and make the service less despicable to the commercial world!

"REVOLT."

Act of Parliament Needed

I, too, support "Little Me's" letter with regard to the salaries of juniors.

Until the introduction of a higher scale recently, my authority was paying juniors of 15 years £26 a year—a net wage of about 8s. 4d. a week.

"Little Me" did not explain why junior officers are not paid a living wage. If a generous authority decided to increase its commencing salaries from £30 to £60 a year, there would be a storm in the local newspaper headed by the words "Local Government Officers' Salaries Doubled." This sort of onslaught is usually accompanied by indignant letters from "Mr. Working Man."

What provokes me just a little is that the country spends £1,000,000 a day on armaments of which at least £400,000 goes in profits. "Mr. Working Man" subscribes 18 per cent of his income by indirect taxation to support this kind of profligacy yet he cannot spare a copper for the "local government guy."

Could not this be remedied by an Act of Parliament imposing a minimum scale of salaries?

Now, N.A.L.G.O., what about some action in this direction? If our salaries are increased by about 25 per cent we might be able to ascend, before we are 25 years old, to the working class level.

"ONE OF A MULTITUDE."

Whitleyism the Remedy

The letter from "Little Me" does not nearly describe the lowest wage. How, for instance, does his wage of £156 per annum at 25 compare with mine of £170 at 30? Very well, I think.

I, too, want to get married, but I do not feel that I can ask any woman to share my lot on such a miserable salary. The poem written by "H. A. L." reads well, but I fear that I, with "Little Me," shall have a long grey beard before any such Utopian scheme reaches my part of the country.

In one respect I differ from "Little Me." With a salary such as mine, I feel it impossible to take a proper interest in my work. I am sometimes quite wrongly looked upon as what colleagues call a "Bolshie" because I cannot forget that the local government officers of the lower grades of the council are treated most unfairly. Mr. Hill, when he said that the junior officer would at times find irksome the fact that he had to learn under men of less intelligence, only touched on the fringe. The junior, in these days, is often placed under nigger-driving, soulless, incapable, seniors, whose only defence for the persecution of their lower paid colleagues is that in their time they "had to go through the mill."

Teachers and Civil Servants seem to possess machinery for improving the lot of any grade of worker who may be oppressed, but the local government officer fights a lone battle against the oppression of his departmental head, only achieving a living wage when his years are over-ripe. I have been on the council staff for thirteen years and I see visions of receiving a salary on which I could reasonably marry in another ten years, when the flush of youth has worn off and nothing has the same savour.

I know I paint a sorry picture, but the lot of the major portion of young clerks in the local government service is as bad as or worse than mine and I feel that our only hope is strong and immediate action through the Whitley Council machinery.

"WEST MIDLANDER."

SERVICE "REFLECTIONS"

A Story with a Moral

Once upon a time there was a thoughtful young local government officer who took two large mirrors, one larger than the other, and stood them facing one another. The smaller mirror cast its reflection on the larger, which recast into the smaller.

And he noticed as he looked that the greater part of the reflection was a series of frameworks until right in the centre was an obscure little blotch. He thought what a pity it was that all the good things which the large mirror could reflect were blotted out by a mass of useless framework, each an inferior reflection of another.

"Why," he said, to himself, "it is contrary to nature, which progresses through time from the simplest to the most complex, that these mirrors reduce a complex view of life to an obscure, simple blotch."

And as he sat, he thought of Einstein's theory of relativity and J. W. Dunne's "Experiment with Time," and he thought of N.A.L.G.O. and of his own departmental committee.

Then he said to himself: "Let the large mirror be a general meeting and the small mirror be a committee, and the reflection of the committee be a sub-committee, and so on."

Now he sees how local government blots out the complex reflection of to-day's interests as portrayed by a general meeting with a framework of committees, rules and regulations, into futurity and futility.

E. BROOMHEAD.

Public Libraries department,
Middlesbrough.

PEACE AND A.R.P.

Are They Inconsistent?

Last month, "G. S." suggested that N.A.L.G.O. should ascertain the feelings of its members regarding the calling of a world peace conference to prevent war. The Shoreditch branch wishes to help the Spanish war victims.

If "G. S." and the Shoreditch branch will communicate with the Peace Pledge Union, 96, Regent Street, London, W.1, they will find that valuable work is already being done in connection with these vital matters. A world conference petition is being formed, and the Spanish war victims have been receiving relief for some time.

I should like to support G. King's protest last month against the illustration on your November cover, and to express regret that LOCAL GOVERNMENT SERVICE is falling into line with other publications in supporting the creation of a war mentality and upholding voluntary service for war preparation.

Without detracting from the credit due to those officers who have, in accordance with their views of duty, given so much of their time to A.R.P., I think that if more *peace* were talked instead of *war*, and the huge sums which are being spent on futile A.R.P. were devoted to the furtherance of goodwill between all nations, there would be no "next war."

The futility of A.R.P. schemes can be ascertained by anyone willing to devote a little time and money to study the subject.

Armaments have always led to war, and yet we have the same men who were responsible for some of the most tragic blunders of the last war still giving advice in the Press. The world would be safer if they were in a mental home.

I sincerely support the suggestion of "G. S." that N.A.L.G.O. should use its influence in preventing future slaughter.

No. 19398.

Liverpool.

HOUSING MANAGERS

"Careerists" Not Wanted

It is of vital importance to Housing Authorities and their tenants that there should be someone to foster and maintain good relations between the two bodies.

Such a person must possess a personality both practical and courteous if the confidence of the tenant is to be secured. A capacity for clearly understanding the problems that arise, especially those between the authority and tenant, and the ability to assess the merits of each, is essential. More important still is the ability to give a decision that is respected for its justice, leaving in the mind of the tenant the knowledge that his tenancy is valued and an assurance of sympathetic co-operation in the solution of his problems.

These qualities are already possessed by the men who are my colleagues in a city responsible for vast housing estates. Trained by one who had the wisdom to realise that practical experience is best, their work has brought forth the admiration that is their due from both authority and tenant.

The women who aspire to this great work must realise that "social welfare" is not to be read as social ambition, as seems to be the case to-day. Men work to earn their daily bread even in this branch of municipal administration. The woman who regards it solely as a career for herself generally possesses parents well able to maintain her at home. Her presence there would be regarded as a service to the community by the people she is seeking to reform. As it is, she is running the risk of outraged dignity by a section of the population, in her efforts to explain intimate matters of which her knowledge is infinitesimal.

F. G.

OFFICERS ON THE COUNCIL

A Question of Expediency.

I have often thought I should like to serve as a member of a town council after I retire, and, as I am within a few years of retiring, your editorial note last month was particularly interesting.

I have known several officials who have been elected to town councils after retirement, but none of them in the towns where they served as officials. That is a point which has often exercised my mind, whether it would be quite fit and proper, or advisable, for a retired official to seek election to the council which formerly employed him. There are arguments both for and against. It would, I think, be of great interest if you would deal with this aspect of the question in an editorial in a future issue.

A. CECIL PIPER,
Borough Librarian.

Richmond.

COUNTY COUNCILS and RATES

Should Charge be National?

Is it not remarkable that so little attention is given by the public, and by writers on local government, to the source of revenue of the county councils, namely, the hereditaments in the assessment lists of the local authorities apart from the county boroughs? It is probable that, in most instances, the proportions of the amounts raised from rates taken by the two bodies will be similar to those in the urban district in which I reside, where the rate is 13s. 6d., the part taken by the county council being 10s. 2d. These net amounts for each authority are after deduction of government grant.

The bulk of complaint falls upon the district councils, who kindly act as whipping boys as well as rate collectors for the county councils. The protected position of the county councils is further fortified by their elections being triennial instead of annual, by the much less interest taken in their elections, and by their meetings being held quarterly instead of monthly, leaving less scope for Press publicity.

My concern is not with the above aspect, but with the view that the functions of the county councils are now more national in character than local, and should be paid for by taxation instead of by rate, leaving as much as possible of the rate raised locally to be administered locally.

That police, education, main and rural highways, maternity and child welfare, public assistance, and many smaller services are really national matters is recognised by the Government, which makes grants towards the cost of these services.

The co-ordinating functions assigned originally to county councils have been enormously extended on the executive side. Why should not a county council collect its own requirements, which it would not get so easily as now?

No one questions the necessity for county councils and their activities, but the relation of some, probably most, of these activities to the common purposes of county districts is far-fetched. Is there any reason besides convenience for their utilization of local authorities' assessments as their alimentary connection. Why cannot they be given their requirements by the Exchequer, which already pays them heavy grants?

There are, of course, many aspects of the matter. My purpose is to become informed why so little interest is taken in it. No parliamentary questions are asked, it is not mentioned as an attractive feature in election addresses, no publicist makes it his own. But I know there are many who doubt the perfection and justice of the present mode of incidence of the county rate.

H. TURNER.

9, Beech Grove, Knottend-on-Sea, Fleetwood.

LETTERS IN "FORUM"
Are they "Censored"?

The letter appearing over my name in the November number is hardly recognisable as the one I wrote.

I can only assume that you did not print my second and third paragraphs, in regard to the relative values of public relations and the so-called "bread-and-butter" policy because:

My views did not coincide with yours (perhaps the phrase "window dressing" annoyed you?); and

My contention, that the primary aims and objects of the Association must always be to safeguard and improve the service conditions of its members, might secure considerable support among the rank and file, and thus prove a source of embarrassment to those of you who would discard our "poor relations" policy in favour of the much lauded public relations policy.

Has the time arrived when members of our organisation may be allowed to write in LOCAL GOVERNMENT SERVICE only those letters which suit the sweet tooth of those to whom salaries and service conditions have ceased to mean anything?

I hope you will—but I'm afraid you won't—publish this letter.

H. LANGFORD.

We readily publish this letter because it gives us an opportunity of stating the policy on which Readers' Forum is edited. There is, as we have assured Mr. Langford privately, NO censorship of views or comments. In our opinion the great value of this feature is that in it members should be able to speak freely. But readers will persist in writing long letters, and to secure the widest possible variety of correspondence it is essential to cut many down to the main points raised. It was for this reason only that certain paragraphs were deleted from Mr. Langford's letter, as they are from the letters of many other correspondents. If writers would restrict each letter to about 200 words such cutting — which we regret as much as they do—would be unnecessary.

IS THE OFFICER CONSULTED?
What Happens in Scotland

Your leader last month does not appear to be too accurate unless you mean that N.A.L.G.O. as an organised body should be consulted in the drafting of legislation affecting local government.

In Scotland, at least, prominent local government officials are consulted regularly and drafts of intended regulations and legislation are submitted for criticism. How far the ordinary member of a local staff is consulted will depend on his chief and not on the central department.

Subjects which have been considered recently are A.R.P., financial regulations, housing, and the re-organisation of Scottish local government machinery.

It must also be borne in mind that views of associations of local authorities are generally influenced by the officials of the constituent authorities even though advanced by the elected representatives, to whom we should not grudge a little limelight.

R. DEAS.

Room 8, Synod Hall, Castle Terrace, Edinburgh, 1.

We claimed that in settling administrative plans, the Central departments should have the help of some local government officer or officers of administrative knowledge and experience in the local sphere, and in the particular subject; and that there had not been a sufficient degree of consultation of this kind. Consultation of ALL local officers was not contemplated.

DOES STUDYING PAY?
Commerce Not So Progressive

In the November "Notes and Comments" you state that in any profession other than local government a person who spends his spare time in studying reaps material rewards in finance and status. Does he? I wonder.

Take accountancy, for example. A formmate of mine who left school a year before me (December, 1933) is a go-ahead young fellow and studies in his spare time. Yet he earns less than I do, and I understand from others in the same profession that he is getting very good money for his age.

As a junior assistant engineer earning £150 per annum I have no kicks coming to me. I found I could manage quite well on £130, without help from home, and still keep up the appearance that "Junior Sussex" so recently bewailed, which, after all, costs little enough these days.

"MONCKTON."

HOLIDAY CENTRE PROBLEM
What is a Family?

The rule that N.A.L.G.O. members and their families should be given preference at Holiday Centres during the period July 16—September 3, whilst reasonable, could do with certain amendments.

I lost my husband when my baby was six weeks old, and had to sell my home and live with my parents. We have, therefore, always had our holidays together during the first two weeks in July.

Last year, I was unable to take my daughter away until the school holidays, in August. I applied as usual, in January, for admission to Cayton for my family, but was told that I could, before May 1, book only for my daughter and myself.

I consider my parents should be regarded as my family. How could I turn to them, after their goodness in looking after my daughter for eleven and a half months of the year, and say: "You will have to take your holiday by yourselves—I am going to Cayton"?

H. M. WADE.

17, Rancliffe Road, East Ham, E.6.

BENEVOLENT FUND DEBT
Is Management at Fault?

The financial position of the Benevolent and Orphan fund is causing considerable concern. Appeals are continuously being made for greater and more generous support. There is an anticipated deficit of some £3,000 in the fund this year, and one hesitates to estimate what that deficit may be next year unless there are drastic changes in administration.

One must assume that the serious position which has now arisen is attributable to faults in management, and it is from that side rather than from the financial side that the remedy should come. Benevolence is defined as "a disposition to do good; an act of kindness or a gift of money, especially for support of the poor." How do our applicants measure up to that?

It can be stated without fear of contradiction that in the past too little regard was given to the merits of individual cases, and that branch recommendations were based more on comparison with other claims than with any desire to assess actual need. The fact that more than £16,000 is required annually to meet the charitable claims of our members and their dependents is a grave reflection on the local government officer, and should be deplored. The chief factor, however, in the failure of the fund to meet its commitments is that the committee of management, past and present, has been too ambitious, and has involved the fund in elaborate schemes of an educational and other nature long before it was able to bear the burden.

As a means of improvement it is suggested, therefore, that the fund should be used only after all other means of public relief have been exhausted. At the moment N.A.L.G.O. is subsidising public funds at the expense of its members, because many of the claims made on the fund should rightly fall on public assistance committees. These committees have scales of relief which apply fairly uniformly, and which are better than those suggested by the Benevolent and Orphan fund. Public assistance is not a charity, but is something for which we are paying rates in order to provide that very assistance which we require in time of need. Why should not our members be encouraged to demand these rights.

One reason why the fund is not 100 per cent. supported is because many people subscribe to the views here expressed. Let the committee of management take courage, and apply the fund only to those who are in real need.

S. A. BRODIE.

City Assessor's Office, 40, Cochrane Street, Glasgow.

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BRIDGE

By Neville Hobson

CONTRACT COURSE.—3.

Supporting Bids.

A PLAYER should not respond to an initial bid of One by his partner unless holding 1½ honour tricks. In the case of any of the accepted forcing bids or a pre-emptive bid, however, support may be justified on less than this holding, but it is proposed to deal here with the position which arises when—following a bid of, say, One Heart by one's partner—it is necessary to decide whether to respond or not.

The danger of making a bid with less than a minimum holding of 1½ honour tricks is that one's partner may continue bidding and reach a point which may be met by heavy penalties. Nothing undermines the team spirit between partners more than uncertainty as to the significance of responding bids.

Biddable Suits: If a biddable suit is held, it is usually advisable to call it, even though support may be available in the suit declared by one's partner. The advantage of an immediate indication of another biddable suit is that a game—or part score—may be possible in such suit or in No Trumps.

Raising: In the event of no biddable suit being held, it may be advisable, as an alternative to No Trumps, to put up your partner's bid, raising it to 2 or 3 according to strength and distribution

The normal requirement, however, for raising a bid is the holding of 1½ honour tricks, with the addition of either (a) 4 small trumps, (b) 3 with Queen or better.

No Trumps: Reverting to the imaginary initial bid of One Heart by your partner, let us take the case where, though 1½ honour tricks are held, there is neither sufficient trump support to raise or a biddable suit. In this case one's partner should be raised to one No Trump, unless the hand contains a singleton or worthless doubleton.

Minor Suits: These general principles call for some modification, however, when Minor suits are involved. Always bear in mind the difficulty of making 11 tricks from a love score in either Clubs or Diamonds. If your partner opens with One Diamond or One Club, do not raise immediately to 2 Diamonds or 2 Clubs if an alternative can be found.

Whilst it is not usually advisable to respond by a bid of 2 unless 5 cards are held, there should be no hesitation in bidding One Heart or One Spade on K, Q, 10, x over an initial bid of One Club or One Diamond. If, on the other hand, the initial bid had been a Major one, it is unwise to bid 2 of a minor suit with 4 only, unless either it is solid or the hand does not lend itself to No Trumps.

Penalties: I must apologise for a mistake in the concluding paragraph of the December issue, as the suit suggested for the bidding of the two hands was Hearts, whereas it should have been Spades. Fortunately the error was sufficiently apparent to avoid misunderstanding.

SOME NEW BOOKS FOR THE OFFICER

Highroad to Principles of Local Government Law

"English Local Government Law," by H. T. Rose (Pitman, 10s. 6d.)

Reviewed by PROFESSOR H. J. LASKI.

THIS is a clear and sensible account of its subject. Mr. Rose has sought to bring out the main principles of his subject in a way that will be useful at once to the student and to the official who needs a general guide without entering into the minutiæ of its problems. In this he has succeeded. Though he covers a very wide range, the central issues are set out in a way that brings home their bearing intelligibly; and Mr. Rose's own experience has enabled him to state them in such a way as to emphasise their practical bearing. In a handbook such as this, one does not, of course, look for a discussion of problems; and perhaps Mr. Rose tends somewhat to make the positive findings of the law more clear and more rigid than in fact they are. Judges are not really quite so divorced from the climate of public opinion as this volume would lead the uninitiated to suppose. Statutory interpretation is not as straightforward, and the range of judicial discretion is, in fact, far wider than Mr. Rose here seems to admit. But, for the most part, he has confined himself to those aspects of the law in which the official can be reasonably certain that those powers he recommends to be exercised are in fact possessed by the authority he advises. From this angle the lines of the book are well conceived. The arrangement is logical, and the practitioner of local government will be able, at least, to find the highroad herein to the mass of statutes and decisions by which he must be guided.

What Johannesburg Can Teach Us

"City Government," by J. P. R. Maud (Oxford University Press, 21s.)

Reviewed by W. H. BURNETT.

A WEIGHTY volume of some 400 pages dealing with the intricate problems attending city government does not seem to afford even the most ardent student much savour of romance, yet this study of the municipal experiences of Johannesburg is full of something much akin to it.

This may be largely due to the author's unbounded enthusiasm for his subject, which has prompted him to extend his studies to conditions of cities in all parts of the world. On that account the book will prove an invaluable means of reference.

Particularly interesting is his comparative survey of rating practice which, in Johannesburg, differs radically from the English system so roundly castigated by Mr. Lloyd George in 1913, a quotation from whose speech on the subject is not the least entertaining feature of the book.

The chapters dealing with "Public Servants at Work," "The Internal Structure of City Government," and "The Finance of City Government" will appeal to councillors and officials alike, the last-named chapter being of more than usual interest to members of finance committees and their officers.

The author provides an exhaustive and historical survey of a progressive, and in many ways a unique city, and his theories, which may appear somewhat revolutionary to the more orthodox, will give all students of municipal life much to think about. The book is well illustrated, and the diagrams, index, and appendices, are a mine of information in themselves.

Whitehall—And All That

"The Public Service in Great Britain," by Dr. Hiram Miller Stout (Oxford University Press, 11s. 6d.)

Reviewed by D. B. TWEEDY.

IN his small volume of 180 pages, Dr. Stout provides a commentary on the British governmental system that should command the attention of students and public servants alike. Visiting England as an observer and as a specialist in civil service matters, the author was not content with a superficial examination of British traditions and government processes. One cannot help but be impressed by the completeness and objectivity with which he treats his subject.

The author discusses, and compares with American experience, the inducements to government service which attract one out of every one hundred inhabitants of Great Britain to the service of the Crown. In doing so the reader is introduced to the "tradition—and ideals of the people who in large part shape the destinies of Great Britain, and with it much of the modern world." In the course of this introduction, the reader has an outstanding opportunity to witness a parade of the past and contemporary leaders, public servants, thinkers, and organised groups who have made the central governmental structure what it is to-day. To have all these brought into focus in one small volume is indeed an accomplishment as well as a valuable and enlightening contribution to the literature of political science.

A.B.C. of Public Service in the Country

"The Country Citizen," (Countryman, Idbury, 3s. 6d.)

THE best course for country people who want to know anything—or everything—about public work and voluntary service is to refer to this admirable little compendium. The facts, which are given under alphabetically arranged heads, will prove most useful as a "first aid" to those new to the country. The comments and advice are a source of help and guidance to the enthusiast for social service.

A wide variety of interesting topics is discussed, such as the legal obligation of landowners for the destruction of injurious weeds, the law regarding trespass, the control of advertisements and protection of wild flowers.

As Mr. Walter Elliot, Minister of Health, observes in an introduction: "It cannot fail to be of interest to all, both men and women, who are able and willing to pull their weight in local affairs."

I O U—A Provocative Survey

"Debt," by Sir Ernest J. P. Benn (Ernest Benn, 5s.)

Reviewed by "FIMTOR."

THIS book deals with private, national, and local government debt, and should be read by every student of local administration.

The officer will find a number of opportunities for disagreement. Sir Ernest contends, for example, that local debt is different in its character from personal, trade, or commercial debt. In the case of a motor-bus company, he maintains that "the debt or capital dwindles, depreciates, and disappears as the life of the motor-bus comes to its end. If, however, the bus is owned by a public authority, the capital is attached, not to the bus, but to the credit of the ratepayers. As the ratepayers cannot dwindle, depreciate, or disappear, the liability remains whether there is a bus or not."

It seems astounding that a writer with the reputation of Sir Ernest Benn has not realised that loans raised for buses must be paid off within ten years at the most, and that there are tens of thousands of buses purchased for municipal undertakings, which, before the end of their effective life, have been wholely provided for from revenue.

Why is it that, in discussing debt, the critics of local affairs always ignore the value of the assets—not only the value in terms of £ s. d., but in terms of health and happiness? If one could take a valuation of the assets of local authorities which have an abiding and realisable value, a large percentage of the debt would be offset. Further, I am sure Sir Ernest Benn would not cavil at the debt raised in respect of, say, the "lungs" of London, the parks and open spaces.

He admits that government is impossible without debt, and that the population of a city or town can hardly be expected to finance the cost of a new town hall out of current account.

One quotation calls for emphatic objection. Sir Ernest expresses the hope that "our skilful purveyors of the details of all sorts of dirty work will turn their attention to the curious doings to be discovered up the backstairs of many of our town halls." As a public man, if Sir Ernest has evidence of this "dirty work," there is a duty upon him to produce it.

After one has delved into this book, and enlarged one's mind on points not thought of before, one will, I think, remember it mainly for one page in which the author defines the word "authority." "A really modern dictionary," he writes, "would define authority as 'a number of half-educated young people in an ill-kept room of a public office, whose chief interest in life is the making of tea for one another, and whose nominal excuse for existence is the issuing of pieces of paper to the citizens, permitting them to continue the village cricket dance until midnight or to satisfy various other similar desires.' That definition tends a little towards exaggeration, but read quite literally it explains many hundreds of thousands of local public debt."

How easy it is to be destructive, and yet this "definition" may assist in producing another "best-seller."

FROM MY BOOKSHELF

By Jonas Praps

Trading with Natives

TWELVE months among the swamps of Central Africa—the Cameroons to be precise—should satisfy the most travel-thirsty adventurer. Mr. Brian O'Brien spent that time in the service of a trading company and in "**Beating about the Bush**" (Cape, 10s. 6d.) relates some extraordinary experiences. His power over the natives was gained in the unusual way of winning rather than forcing them. Without being florid he pictures the eeriness of the forests and the psychology of the superstitious natives in a convincing manner.

South Sea Islanders

"**Tin Can Island,**" by C. S. Ramsay and C. P. Plumb (Hurst & Blackett, 10s. 6d.) sets forth the experiences of a man in whom the lure of the South Sea Islands has become paramount. The sub-title is "A story of Tonga and the swimming mail man of the South Seas." Ramsay lived for many years as a storekeeper on the island and no book better describes the beauty of the scenery and the life of the people more perfectly and intimately. He swam out to the mail steamers through surf too rough for boats, bringing the mail back in a biscuit tin. His return to "civilisation" was a failure, the spell of the island was too much for him. Though he had walked the fire pit, "pavements hurt his feet."

Still South Seawards—but how different—Miss Aletta Lewis went to Samoa to paint pictures. She got her pictures all right, plus an insight into the life of the Samoans, whom she treats with sympathetic understanding. She was regarded as an honoured guest, adopted as a daughter by a chief, and admitted to many native rites and ceremonies. "**They Call Them Savages**" (Methuen, 8s. 6d.) might well be called the Soul of the Samoan.

Down to the Sea in Ships

"**In Hazard,**" by Richard Hughes (Chatto & Windus, 7s. 6d.) is rightly named. Five days in the trough of a hurricane like hell let loose is hazard enough. Describing the engine-room he says: "Unlike most large architectural spaces—except perhaps hell—you enter it through a small door at the top." You may take that as a simile of the tiny vessel in the grip of the storm. The fight with the hurricane is finely done, but the most powerful descriptive passages are those relating to the reactions of the crew when the strain is relieved and they are being towed to safety. It is nearly ten years since Mr. Hughes published "**High Wind in Jamaica,**" another fine piece of writing; he certainly knows something about hurricanes. The jacket typically depicts the track of the storm.

A distinct contrast in sea stories is found in C. S. Forester's "**Flying Colours**" (Joseph, 7s. 6d.). It is the third of a trilogy relating the adventures of Captain Hornblower; its period the Napoleonic wars. Hornblower has been taken prisoner, but escapes and makes his way to the sea at Nantes down the river Loire. Here he seizes an English ship which had been captured by the French and takes it out of the harbour. These dramatic incidents are picturesquely drawn.

Study of Youth

Mazo de la Roche has developed a serious, almost solemn, style of portraiture in her novels. "**The Growth of a Man**" (Macmillan, 8s. 6d.) is a study of adolescence. A boyhood spent in Canada in poor circumstances elicited a determination to rise to something worth while, and the story relates his struggle and success. There are other excellent character studies, principally the boy's mother Christabel, and a painfully life-like account of a sanatorium for consumptives in Quebec. But de la Roche's power is in the dialogue. It is so perfectly natural.

Collie Knox Calling

I suppose if I wrote to Collie Knox concerning the fact that in "**It Might Have Been You**" (Chapman & Hall, 10s. 6d.) there are no fewer than eighteen "I's" on one page, and seven in six lines on another, he would turn the tables against me in his ingenious "Daily Mail" way. But, ego apart, this autobiography is delightful. Starting his career in the army and following with experiences in the diplomatic services, he finally took to journalism refusing a lucrative appointment abroad to take a post as sub-editor on a London daily. The chapter describing the beauty, insidiousness, grandeur, and loneliness of Kenya is good. Later he gives some graphic pictures of Fleet Street personages and of his dealings with the B.B.C.

Whither England?

"**Arrows of Desire**" (Hutchinson, 10s. 6d.) is topical. Whether one agrees or not with Mr. W. J. Blyton one cannot question his sincerity in dealing with the problem of England to-day in relationship to other countries. The author surveys the social field and endeavours to give an answer to questions relating to food supplies, national fitness, fertility, racial development, morale, man-power, and armaments. He discusses the problems and prospects of the future, what is necessary for our existence, and how we should combat the forces which make for disruption.

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N.A.L.G.O. MEMBERS GET WELL HERE

GLIMPSES of the Approved Society's convalescent home at Matlock showing the exterior, a corner of the dining-room, the billiards-room, and a bedroom. During 1938 more than 200 members of the Nalgo Approved Society spent a period of recuperation in this delightful spot in the Peak district. For this they paid nothing. They received every attention, generous provision for their comfort and amusement, and refund of railway fare. Are you eligible for this additional benefit ? It costs nothing, but it might save you a great deal. Particulars from 24, Abingdon Street, London, S.W.1, or your local correspondent.

MATLOCK MEMORY

Where You Learn the Gentle Art of Doing Nothing

By BERTRAM FINCH

"MATLOCK! Matlock Station!" Well, here at last. A foul journey, and I feel like going back right now. Whoever wants to come convalescent here at this time of year? Matlock in midwinter—ugh! Teeming with rain now, and it looks as if it never stops by the size of the river. Lot of good it'll do me here. Wouldn't have come at all if the wife hadn't insisted. Still, it can't be worse than hospital. I suppose that decrepit taxi is safe to use—over a mile to the House, uphill, too, so they say. I expect I'll be about the only one there . . .

* * *

Matlock Station once more. . . "Look here, you chaps need not all have come down on a morning like this just to see me off—it isn't a honeymoon departure. Besides, aren't you going off to Cromford? Lucky devils! Still, all good things must come to an end—and it has been great to know you all . . . I shall miss you a lot . . . and all the times we've had . . . Well, here's the train . . . see you again sometime . . . Cheerio, all—all the best!"

So it's all over now—yes, it's really Good-bye, Matlock. Glad the carriage is empty; feeling a bit that way myself. Sit quiet for a while perhaps. Seems ages since I first came down here—just a world on its own since then. Funny to wake up to-morrow and not see old Sergeant again, and Jock, and Frank, and the others.

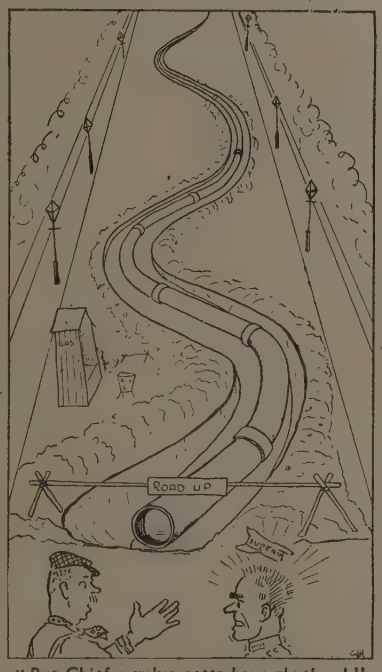
They won't know me back home—fancy putting on all that weight; still, it's not surprising with four meals like that each day. I never knew I could have such an appetite, and I don't think I've slept so well for years. Complexion like a farmer's, too, with all that fresh air.

I wonder whether I'll ever convince them at the office just what a great place Matlock really is—that glorious "top of the world" feeling wherever you go; that view from the top of Riber right over to Crich and all around; yes, and the morning walk over Starkholmes to Cromford, or watching the lights come up one by one in the valley at dusk; or just taking it easy down at Matlock Bath the first day or two, idling the morning away. How many times did we feed those fish in the pond there?

Come to think of it, that must be the secret of Nalgo House—just getting caught up in the gentle art of doing nothing and enjoying every moment of it. Always detested whist-drives before, but perhaps cards aren't such a waste of time after all. Never dreamed of playing billiards and snooker before, but we had some good times on that table.

I'm glad I asked Matron for that recipe—still, nothing was too much for her, great or small. Welcome, sympathy, inspiration—the genius of Nalgo House. No wonder our appetites doubled down there—the most jaded couldn't fail to respond to that selection of tempting dishes. Not surprising we were late only once for a meal—all because Frank would insist on leaving the Via Gellia before we came to the right path, and then thought we could fly straight across country like crows—streams, hills, dales, woods, stone walls, barbed wire and all. No wonder we spent all afternoon dozing in front of the fire in the Rest Room, and half way through the show at the cinema in the evening. Cosy little place that was, too.

One of the best days, that was—but so they all were; wet or fine, there was



"But Chief, you've gotta have rhythm!"

always something to do. No need to join in if you didn't want to, but if you did you could be in the thick of all the arguments, or cap the tallest yarns, or sit quietly talking books—anything except shop or illness.

Perhaps they will finish that argument about the short cut back from Whatstandwell one day. Pity we never went to find it ourselves, but then we should never have gone to Crich on that last day—Crich with its gleaming tower up on the hill like a pinnacle, the glorious winter sunset enriching the fading view of the seven counties all around. Impressive, peaceful, yet regretful with having to part with so much beauty and all that Matlock had come to mean—the grandeur of the Dales, the fascination of the turbulent Derwent, the laughter of friends.

Why, heavens, we're nearly home. Where's my bag? . . . Hallo, old dear, how are you? Of course I'm fatter, taller, too, I expect. Am I glad to be back? Y-yes, I suppose I am, in a way. You say it's raining and we shall want a taxi? . . . Rubbish, we'll walk—we're used to that up Matlock way!

FINE FILM FARE FOR NEW YEAR

Best January Releases

Alexander's Ragtime Band—20th Century Fox—is for all who like a tune they can whistle. The story, starring Alice Faye, Tyrone Power, and Don Ameche, is slight, but the pleasure comes in hearing some of the old favourites again—"Tip-toe through the Tulips," "Remember," "There's a Rainbow in the Sky."

St. Martin's Lane — A.B.P.C. — was written by Clemence Dane for Charles Laughton, and his wonderful portrayal of a theatre "busker" dominates the film from beginning to end. Vivien Leigh is rather unsympathetically cast as a young actress who will sacrifice anyone to achieve her ambition of becoming a star. Tyrone Guthrie and Rex Harrison also appear, but the film is really a vehicle for Laughton's unforgettable study of a tragic London character.

The Amazing Dr. Clitterhouse—Warner. There is no criminal quite so charming as that lighthearted king of the underworld, Edward G. Robinson, and his new film is up to standard. He appears as a surgeon who takes up crime for medical research, but unlike his predecessor, Dr. Jekyll, he reaps a handsome income from both his activities.

Pygmalion — General Film. Leslie Howard and Wendy Hiller perfectly cast in Bernard Shaw's light-hearted satire of the professor of phonetics and the Cockney flower girl whom he guarantees to transform into a "lady" in three months. The ingenious situations and sparkling dialogue have lost little of their savour in twenty-six years, and Wendy Hiller's performance makes her the outstanding film discovery of the year.

Prison Without Bars—United Artists. A rather overdone triangle drama set in a girls' reformatory, made memorable by its beautiful photography, and the acting of Corinne Luchaire, a lovely and promising newcomer to British films, and Edna Best.

Adventures of Robin Hood — First National. An excellent film for children, but their elders, accustomed to the old rough and ready, swashbuckling, versions, will find it rather hard to reconcile the 2,000,000 dollar Technicolor Sherwood Forest with 12th century England. How did Maid Marion preserve her silver and primrose costumes beneath the greenwood tree, we wonder? Errol Flynn is a conventionally handsome hero, Claude Rains a suave and sinister Prince John, and Olivia de Havilland a charming and decorative Maid Marion.

The Lady Vanishes—M.-G.-M. Hitchcock has done it again in this exciting story of Continental spies and a mysterious elderly woman whose disappearance from a train causes international complications. Margaret Lockwood, Michael Redgrave, and Paul Lukas give excellent performances as heroine, hero, and villain respectively, while the faultless technique of Dame May Whitty makes us wish she appeared more often. You may see the producer, too—a little round-faced man hurrying along the station platform. He appears in all his films just for a second, by way of a mascot.

HEADQUARTERS ANNOUNCEMENTS

N.A.L.G.O., 24, Abingdon St., Westminster, S.W.1. *Telephone:* **WHItehall 9351.** *Telegrams:* **Natassoc, Parl., London.**

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North Eastern and Yorkshire: W. Cecil Wood, 12, East Parade, Leeds, 1; Leeds 24861.
East Midland, West Midland, and South Wales: J. E. N. Davis, Prudential Buildings, St. Philip's Place, Birmingham, 3; Central 1836.
South Eastern, Southern, and South Western: F. Thomas, Room 60, Somerset House, Reading; Reading 3880.
Scottish: J. M. Mortimer, 67, West Nile Street, Glasgow, C.1; Douglas 404.

COST OF LIVING

The average percentage increase in the cost-of-living index over the July, 1914, level for each of the past six months is:

July 59	October 55
August 56	November 56
September 56	December 56

The percentage increases for the past three months in each of the five groups on which the index figure is based are:

	Oct.	Nov.	Dec.
Food	39	40	39
Rent	60	61	61
Clothing	110	110	110
Fuel and Light ..	80	85	85
Other items	75	75	75

IMPORTANT DATE

January 31.—First quarterly return of alterations in Register of Membership.

CIRCULARS TO BRANCHES

November 28

115/LOG/38 (To each Logomia correspondent.
Regarding the new benefit for accidental death available under the Life Assurance schemes.

November 30

114/AS/38 (To each branch secretary).
Concerning members of the Approved Society who have failed to establish or maintain their Association membership.

117/ED/38 (To the secretary of each area education committee and branch, and to each education correspondent).
Intimating that the time for branches' observations on the model scheme of post-entry training to reach headquarters has been extended to January 31.

118/ED/38 (To the secretary of each area education committee and branch, and to education correspondents).
Asking for information as to educational activities for inclusion in the Association's annual report.

119/SA/38 (To each branch secretary).
(a) Correspondence Chess Competition.
(b) Winter Sports in Switzerland.
(c) Winter Holidays on French Riviera.
(d) N.A.L.G.O. Colours.
(e) Diaries, 1939.

120/PR/38 (To each branch secretary).
Urging the display of films in connection with the Association's public relations policy, and enclosing revised lists of sound and silent films available through the Association.

N.A.L.G.O. HOLIDAYS
RE-UNIONS
Apply for your ticket

LONDON
Saturday, March 4, 1939
Tickets 2/6 each (Running Buffet) at Seymour Hall, London, W.1

MANCHESTER
Saturday, March 25, 1939
Tickets 3/6 each (including refreshments) at Manchester Limited Restaurant

Tickets from **N.A.L.G.O.**
24, Abingdon Street, London, S.W.1.

121/PR/38 (To each branch secretary).
Asking branches to appoint "contact officers" for "BEANO 1939" and enclosing prize lists for the contributions competition for which entries are wanted before January 9.

122/GEN/38 (To each branch secretary).
(a) Conveying thanks for the work done during the year.
(b) Asking that all communications to Headquarters be addressed to "the General Secretary."

123/GEN/38 (To each branch secretary).
Enclosing copy of minutes of proceedings of the 1938 annual conference.

December 1

116/NPS/38 (To each Provident Society local correspondent), concerning:
(a) Returns and remittances;
(b) Death Benefit Scheme;
(c) Hospital and Nursing Home Scheme;
(d) Local correspondents' fees; and
(e) Audit of passbooks for the year 1938.

YOUR "BEANO" ENTRY

Do not forget to start the New Year well by sending in your entry for the "BEANO 1939" contributions competition. If you can draw, write, versify, or take photographs, do not miss the chance of winning a substantial cash prize. Have a look at the prize list. Your branch secretary has a copy. Entries must reach the Editor, "BEANO 1939" at the above address by January 9.

A NEW LINE

There's an excellent new line in N.A.L.G.O. colours. It is a blue all-silk handkerchief with coloured border and N.A.L.G.O. crest. Only 3s. 6d.—send your remittance to your branch secretary or to Headquarters.

N.A.L.G.O. DIARIES

Only a few diaries, price one shilling, are left. If you want one, please order NOW.

"L.G.S." INDEX

The index to the 1937 and 1938 volumes of LOCAL GOVERNMENT SERVICE, numbers xvii and xviii, is to be prepared shortly. Will those requiring copies please communicate with the Editor at the above address.

N.B.S. PASSBOOK AUDIT

To facilitate the annual audit of the passbooks of shareholders and depositors in the Nalgo Building Society, and to ensure their return to members with the least possible delay, it is desired that the books be received by Headquarters in accordance with the following audit programme:
Metropolitan district—on or before January 23;
North-western and North Wales, and North-eastern—on or before February 6;
Yorkshire, E. Midland, W. Midland, and Eastern—on or before February 20;
Remaining districts—on or before March 6.
Each passbook should be accompanied by evidence of Association branch membership: The green card (OR/S.3.), the white receipt (OR/S.1.), or an individual or bulk certificate from the treasurer will be required, unless the investor is not eligible for membership of N.A.L.G.O.

HOLIDAYS ABROAD

It is hoped that the programme for Continental Holidays for the 1939 Summer Season will be available early in February. The successful arrangements made for Switzerland and France (Paris and Mentone) will be continued, and negotiations are in hand to extend the programme by including holidays on the Belgian Coast and Brittany. If you would like the complete programme immediately it is available, will you please complete the slip below and post to Headquarters.

CARGO BOATS

It is hoped that the full list of sailings on cargo boats and other passenger-carrying vessels will be available early this month. Also, see slip below.

N.A.L.G.O., 24, Abingdon St, London, S.W.1.
Please send me particulars, when available, of N.A.L.G.O. holidays:

Switzerland	**Paris**
France	**Mentone**
Belgian Coast	**Brittany**

Cargo Boats
(cross out those not required)

Name .....
Address .....

COUNCIL'S AID FOR JEWISH REFUGEES

Donation of 100 Guineas Approved at December Meeting

N.A.L.G.O. is to make a donation of a hundred guineas to Earl Baldwin's fund for the relief of refugees.

This decision was reached by the National Executive Council at its last meeting of 1938, held at 24, Abingdon Street, on December 17. The proposal was made by the President, Mr. J. L. Holland, who told of the experience of a friend who had been staying recently at an hotel near the German frontier. One day a car containing a father, mother, two small children, and all the belongings they could carry, arrived at the frontier post. The German guards confiscated the car and its contents, arrested the man and woman, and literally drove the children across the frontier. Was it not the duty of N.A.L.G.O., Mr. Holland asked, to make some contribution for the relief of distress of this kind?

Many other members of the Council supported the appeal, and the motion was passed almost unanimously.

Mr. A. A. Garrard, chairman of the Council, presided over a meeting attended by the following:

H. Allen	S. Lord
H. J. Altoun	E. H. Mason
H. J. Archibald	F. V. Merriman
W. W. Armitage	C. J. Newman
E. F. Bacon	T. Nolan
J. T. Baker	A. Denton Ogden
W. A. N. Baker	D. J. Parry
J. Brown	A. Pinches
A. G. Bolton	H. G. Pope
J. Chaston	E. L. Riley
J. H. Clark	C. A. W. Roberts
R. W. Coppock	H. Russell
F. E. Cox	R. T. Shears
Miss E. Dawson	J. W. Singleton
A. B. Day	H. W. Smith
G. S. Fraser	R. E. Sopwith
T. Freeman	Miss I. Stansfield
A. J. Gould	E. J. Stead
V. Grainger	G. A. Stone
D. L. Griffiths	H. Taylor
F. H. Harrod	L. H. Taylor
P. H. Harrold	J. H. Tyrrell
R. E. Heron	J. W. Vince
J. L. Holland	J. H. Warren
W. E. Hudson	L. Worden
W. H. Legh-Smith	E. A. S. Young
G. Llewelyn	

Reports of the committees were presented by their chairmen.

SERVICE CONDITIONS AND ORGANISATION

Mr. H. ALLEN (Yorkshire) reported:

Standing Joint Committee

Proceedings of a meeting of the Joint Committee on November 26 had been considered. It was noted that:

Recommended scales of salaries of a number of the Sectional and Professional Associations had been referred to the Service Conditions Committee with a view to co-ordination;

Following an interview between representatives of the Association and one of the sectional bodies, the Joint Committee had passed a resolution expressing the opinion that, while it did not wish to control the actions of any of its constituent bodies, no association of officers connected with the administration of local government should be affiliated to any political organisation; and

A number of other matters had been referred to the appropriate committees of the National Executive Council.

Cost-of-Living Inquiry

The fourth and final week of the inquiry being undertaken by the Civil Service Statistical and Research Bureau would be from January 15 to 21.

Midwives Legal Defence Scheme

At December 8, 1938, 116 municipal midwives had been admitted into membership of the legal defence scheme.

National Campaign on Salaries and Service Conditions

A sub-committee of the Service Conditions and Organisation Committee had held five interviews with district committees in connection with the campaign, and the dates of the seven remaining interviews had been fixed.

Whitleyism

A meeting of representatives of local authorities in Berkshire, Buckinghamshire, Hampshire, and Oxfordshire was to be held in Portsmouth on January 17, to discuss the formation of the South Midlands Provincial Council.

A meeting of local authorities' representatives in Gloucestershire, Somerset, and Wiltshire was held at Bristol on October 17, when the representatives were asked to ascertain the views of their authorities on the desirability of supporting the proposed Whitley Council. When the authorities have expressed their opinions a further meeting will be held.

Officers in the Isle of Man

It was decided to ask the 1939 Conference to approve an amendment to the rules and constitution of the Association to enable officers employed by authorities in the Isle of Man to be eligible for membership of the Association.

National Service

On September 29 the Ministry of Health issued a circular to civil servants on their position should they enlist in the defence forces. Headquarters at once asked that the Minister should convey the terms of the circular to local authorities, with a recommendation that they should adopt similar procedure.

On October 18 the General Secretary interviewed the then Director of Local Government at the Ministry and urged the desirability of reaching a definite understanding with the Government on the following points:

The first duty of a local government officer—whether he was to be free to enlist in any of the volunteer or auxiliary services, or whether he should refrain from committing himself in case local authorities were asked to undertake work of national importance in which his services would be required.

The need for clearly defined terms regarding payment of salary during service with H.M. Forces or in any other form of national defence; and

Definition of the legal position of officers with regard to continuity of service and superannuation rights.

On Sir John Anderson's appointment as Lord Privy Seal, a letter was sent to him offering every assistance by the Association, and adding:

"During the last few weeks a considerable number of local government officers who want to do the right thing as regards national service feel that some lead should be given upon what is their first responsibility. As I see it, in the safeguarding and the comfort of the civilian population in the event of war the local government administrative machine must play a very important part. We do not want the effectiveness of this machine dissipated by local government officers volunteering for other services, however admirable their motive may be, if they can play an equally important part in their own sphere."

Sir John Anderson, in his reply, stated that he appreciated the difficulties which members of the Association might feel in knowing where their duty lay, and expressed the hope that it would be possible before long to give more definite guidance.

Towards the end of November the Ministry of Health announced that the Lord Privy Seal, the Minister of Health, the President of the Board of Education and the Parliamentary Under-Secretary of State for Scotland had received a deputation from six associations of local authorities, the London County Council, the Association of Education Committees, the National Union of Teachers, the Association of Directors of Education in Scotland, and the Educational Institute of Scotland, on the question of civilian evacuation.

The President of the Board of Education informed the deputation that an Advisory Committee, representative of local education authorities and teachers, was to be set up to assist the new Evacuation Division at the Ministry of Health on the evacuation of schoolchildren.

On November 25 a letter was sent to the Ministry of Health urging that representatives of N.A.L.G.O. should be invited to discuss the plans for the defence of the civil population because of the vital part which local government officers would be called upon to play.

On December 8 the General Secretary had an interview with the Permanent Secretary to the Ministry of Health and the head of the new Evacuation Department. He re-stated the case for a lead to be given to local government officers, and expressed disappointment that the National Union of Teachers should be invited to a conference and not N.A.L.G.O. It was also submitted that the last crisis indicated clearly how far the Government had to depend upon the local government officer, and that everything was to be gained by bringing N.A.L.G.O. into conference.

The Secretary to the Ministry replied that the Government intended to make

the fullest use of existing units of local government organisation; that it would be foolish to allow men in responsible positions, with experience in departments which would be required by the local authority in the event of war, to have their abilities diverted into one of the fighting services; and that young people who were not holding such positions could enlist in the volunteer services without creating the same difficulty. He also mentioned that the National Union of Teachers had been asked to serve on the Advisory Committee because it was essential that more than lodgings should be provided for evacuated children.

The General Secretary then pointed out that the administrative side of local government included persons more closely in touch with householders and household conditions, such as relieving officers, sanitary inspectors, school attendance officers, rate collectors, and housing estate managers.

The Service Conditions and Organisation Committee decided to make strong claims for representation on the Advisory Committee.

Appointments at Inadequate Salaries

The Committee considered a report on advertisements issued by local authorities offering inadequate salaries, and in one case decided that a protest should be sent direct to the authority and special mention made in LOCAL GOVERNMENT SERVICE, to draw attention to a deplorable state of affairs.

The advertisement in question was issued by the Rural District Council of Lichfield, and invited applications from youths for the position of clerk in the Health Department. It was stated that the person appointed would, after satisfactory service, be promoted to the office of Pupil Sanitary Inspector at the next vacancy. The salary offered was £26 a year, increasing by £13 to £52. Candidates had to possess the school leaving certificate and it was stated that preference would be given to those with a knowledge of shorthand and typewriting.

Such advertisements are a menace to the salary standards of the whole of the local government service, and indicate some of the factors with which the National Executive Council has to contend in its campaign on salaries and service conditions.

Apart from the gross inadequacy of the salaries frequently offered, advertisements still appear requesting applicants to "state salary required." **The National Executive Council urges members not to apply for posts of this kind.** It is only by realising a just assessment of the values of the work (and rigidly adhering to that assessment) that the Association will be able to break down these reprehensible practices on the part of far too many local authorities.

EDUCATION

Mr. C. A. W. ROBERTS (North Western and North Wales) reported:

Graduates in the Service

The Committee had appointed a deputation to discuss with representatives of universities the question of the entry of the university graduate into the local government Service.

A deputation had also been appointed to meet representatives of the Directors and Secretaries for Education and of the Association of Superintendents of School Attendance Departments, to discuss the possibilities and the principles involved in the establishment of an examination and correspondence course for school attendance officers.

Loans for Students

It had been decided to discontinue the practice of suggesting to intending borrowers under the loans scheme that they should first apply for assistance to the local higher education authority. At the same time the Association was to consider making representation to certain associations of local authorities, the Association of Directors and Secretaries, and the Association of Education Committees, with a view to the establishment of a system of loans for educational purposes for employees of local authorities by the local higher education authority.

Correspondence Institute

The committee had considered a report on the N.A.L.G.O. Correspondence Institute. The whole of the work of the institute is to be reviewed when the committee considers a comprehensive report which is to be prepared.

LAW AND PARLIAMENTARY

Mr. P. H. HARROLD (Metropolitan) reported:

Assessment Committees

The deputation appointed had discussed with the Ministry of Health the question of two recent appointments of clerks to assessment committees. In the one case the successful applicant represented a local authority on the assessment committee, and in the other the successful applicant was a member of one of the local authorities represented on the assessment committee and was also a member of the rating committee of that authority. As a result of the deputation's report of the discussion at the Ministry the committee had decided to instruct the Association's Parliamentary Agent to draft a Bill to meet the class of case under discussion, such draft to be submitted to the next meeting of the committee.

Certificates of Exception

The deputation appointed had discussed with the Ministry of Health cases where members of the Association, who had been included in a certificate of exception from National Health Insurance, had, after receiving disablement benefit for a period, been given notice to terminate their appointments, whereupon the weekly payments of disablement benefit had ceased. The deputation had been informed that the Ministry appreciated the importance of the question raised and that it would receive careful consideration. In view of further information received by the committee, the Minister had been asked to meet the deputation again before making any decision in the matter.

Solicitors (Amendment) Scotland Bill

This Bill was re-introduced in the House of Lords on November 22, 1938. Clause 16 (1) provides that no solicitor who is not in practice as a solicitor at the time and has not also at some time been in continuous practice as such for a period of five years, or who is not in partnership with at least one other solicitor who is and has been in practice as aforesaid shall, without the special leave in writing of the General Council, take an apprentice.

This is an amended version of clause 15 of the Bill as introduced during the last session, and the provision referred to in the report submitted by this committee in July last (that no solicitor who is not engaged in private practice as a solicitor shall, without the special leave in writing of the General Council, take any apprentice) has been deleted.

The Association's Parliamentary Agent has suggested that the expression "no solicitor who is not in practice as a solicitor" requires consideration. Apart from any question which there may be as to whether or not the period of five years is reasonable, it would seem desirable to avoid, if possible, any question being raised as to whether a town clerk who is a solicitor would, for the purposes of clause 16, be a solicitor "in practice as a solicitor," and if, for instance, he had never been employed otherwise than as an officer of a local authority, whether such employment would count as continuous practice for the purposes of clause 16.

Superannuation

The committee had decided to ask a deputation consisting of the President of the Association, the Chairman and Vice-Chairman of this committee, Miss I. Stansfield, and the Legal Secretary, to attend at the Ministry of Health for the purpose of urging that the Local Government Act, 1937, be amended so as to provide for the benefits of section 16 to be extended to female nurses, midwives, and health visitors employed by local Act authorities.

It had also been decided that on any Bill being introduced to amend the Local Government Superannuation Act, 1937, steps be taken to secure provision that:

(a) an agreed period of training in the case of technical officers should be added to years of non-contributing service, and that service in a government department should count in the same way.

(b) service with local authorities in Northern Ireland and the Isle of Man be reckoned as service for the purposes of the Act.

Limitation Bill

This Bill was re-introduced and read a first time in the House of Lords on November 17. It is similar in terms to the Bill as passed by the House of Lords and awaiting second reading in the House of Commons at the conclusion of the last session, the only material variation being that it is to come into operation on July 1, 1940, instead of on January 1, 1940.

Electricity Distribution

The Prime Minister, answering a question in the House of Commons on November 10, stated that in view of the heavy programme of domestic legislation already before the House this session, he regretted that he saw no prospect of time being found for legislation on the subjects dealt with by the McGowan Committee on the re-organisation of the electricity supply industry.

Compensation Appeal

Since the October meeting the Minister of Health had given the following decision

(Continued on page 26)

DO YOU KNOW
THE ANSWERS?

In the event of your death, how long would it take your dependents to settle your life assurance claim

?

Would they have enough ready money to carry on in the meantime

?

Who would have to meet funeral expenses and pay other costs, such as travelling

?

Would these expenses cause embarrassment or discomfort to your dependents

?

Do you know that in return for a small monthly contribution, the sum of £20, plus * bonuses, may be paid to your dependents 48 hours after the production of your death certificate, if you join the Nalgo Provident Society's Death Benefit Scheme

?

Do you know that if you are 25 years old the monthly contribution is only 9d.; if you are 30 it is only 11d.; if you are 40, 1s. 8d. Your payments cease when you are 55.

★ At the last quinquennial valuation, the bonus declared was £3 per cent per annum. This amounts to 1s. a month—*more than the contribution in many cases.*

Nalgo Provident Society,
24, Abingdon St., London, S.W.1.

Please send me pamphlet NPS. 13 explaining the Death Benefit Scheme

Name .....

Address .....

..... *Branch* .....

NALGO AMERICAN TOUR 1939

VISIT AMERICA

AND STUDY ITS GREATEST CITIES

This tour is to be arranged on similar lines to that in 1937 when a party of English local government officers touring Canada were conducted round municipal centres, accorded civic receptions and shown the working of Canadian local administration.

BOSTON WASHINGTON
PHILADELPHIA RICHMOND
ATLANTIC CITY NEW YORK

Leaving Liverpool on July 29 in SAMARIA (20,000 tons) returning to Southampton on August 27 in BRITANNIC (28,000 tons)

Fare 80 Guineas

inclusive of ocean and rail travel, hotel, meals, sightseeing, gratuities on land, baggage transfer and so on.

Write for illustrated folder to
SPECIAL ACTIVITIES DEPARTMENT,
24, ABINGDON ST., LONDON, S.W.1

(Continued from page 24)

on an appeal submitted to him under a County Review Order :

Compensation granted : £31 8s. per annum.
Awarded on appeal : £46 0s. per annum.
Increase : £14 12s. per annum.

The following cases had been dealt with by the legal department since the last meeting ; compensation for loss of office, 3 ; conditions of service of transferred officers, 6 ; superannuation appeals, 127 ; miscellaneous superannuation queries, 195 ; general legal questions (other than particular cases referred to in the agenda), 59.

FINANCE AND GENERAL PURPOSES

Mr. T. FREEMAN (North Western and North Wales) reported :

In view of difficulties encountered in the counting of votes for election to the Council in the North Western District, mechanical methods were to be employed next year ;

A party of 250 local government officers from Scandinavia was to visit this country in May to obtain an insight into English local government, and the Association proposed to entertain the visitors at a leading London hotel on one evening ;

After consideration of a comprehensive report from the General Secretary on the question of legal cover for members, the Committee felt that complete legal cover should be offered to every member. Consideration was now to be given to the question of whether any additional subscription was necessary.

PUBLICATIONS AND PUBLIC RELATIONS

Mr. L. WORDEN (Metropolitan) reported :

Useful work had been done in circulating material to newspapers, which were showing a widespread demand for informative articles on local government.

There were now 300 branches with public relations correspondents, many of whom were doing most valuable work in supplying local newspapers with articles, letters, and news of local government and N.A.L.G.O. activities, organising lectures, school essay competitions and film displays, planning exhibitions, and carrying out other types of public relations work.

Of 83 clerks to local authorities informed of the public relations work most had expressed wholehearted approval and a number had undertaken to seek the co-operation of their councils.

Encouraging Branch Magazines

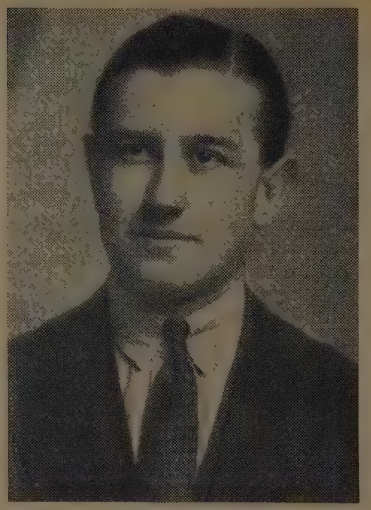
The public relations officer had been instructed to consider a form of competition designed to encourage the production of more and better branch magazines.

Local Government Films

It had been decided to set up a small expert committee to co-operate with representatives of Gaumont-British Instructional in planning the projected series of local government films and preparing the scenario of the introductory film to be sponsored by N.A.L.G.O. A set of model lectures, for the use of lecturers in the branches, had been approved.

The committee had considered a number of motions for inclusion in the next Conference agenda, calculated to give the debates a wider public interest, and had suggested that prominent outside speakers be invited to speak on two of them.

CROYDE'S NEW MANAGER



Mr. J. F. S. OSBORNE

Appointed from more than 700 applicants as manager of the Association's Holiday Centre at Croyde Bay. Mr. Osborne, who is 29, was educated at Uppingham School, and received a thorough business training with the Ben Line Steamers Ltd. He continued his training on a dairy farm, learning all about milk and butter supplies and the values of farm produce in general. He has also worked as assistant manager of an hotel, and, for the past four years, has been proprietor of a restaurant and catering business. He has had wide experience in the organisation of social functions, and his easy manner and charming personality should play an important part in the entertainment of visitors at Croyde Bay.

SPECIAL ACTIVITIES

Mr. J. W. SINGLETON (North Western and North Wales) submitted the report of the Holiday Centres Sub-Committee, which held its usual autumn meeting to review the working of the centres during the past season, and to consider the many matters arising out of their administration. It had been decided to continue this year rules for booking which operated during the 1938 season, and to carry out a number of improvements at the centres during the winter.

The Committee considered a report of representations made to the Automobile Association for the extension to N.A.L.G.O. members of the Group Scheme of membership which applies to the employees of a local authority or a firm. The Automobile Association had stated that it was not possible to extend this scheme to persons by virtue of their membership of a particular association.

BUILDING SOCIETY

The Committee of Management reported that since the inception of the Society 23,012 enrolments had been received for paid-up and partly-paid shares, and 3,869 deposit accounts had been opened, including 1,874 by non-members.

BENEVOLENT AND ORPHAN FUND

Mr. E. A. S. YOUNG (Metropolitan) reported :

Following further correspondence with Glasgow branch on the proposal that the National fund should take over Glasgow's Benevolent Fund, and the opinion of the Legal Secretary that this could legally be done so long as the National fund received not less than 3s. a year in respect of each member of the Glasgow fund, it had been decided to accept the proposal ;

West Riding branch had sent a cheque for £100 to the fund, to commemorate the late Nurse Brooke, for many years an Inspectress of Nurses under the West Riding C.C. ;

The same branch had sent a cheque for £81 5s., to cover grants to beneficiaries in the branch for the ten weeks October 26—January 6 ;

It had been decided to inform branch secretaries that, in view of the Provident Society's nursing home scheme, the Benevolent and Orphan fund should not be called upon to meet heavy nursing-home and specialists' fees incurred by members or their dependants.

PROVIDENT SOCIETY

MR. T. NOLAN (Yorkshire) reported :

At November 30 there were 18,763 members of the sickness scheme, 1,392 members of the death benefit scheme, and 6,344 persons insured under the hospital and nursing-home scheme.

Management Fees

At the last annual general meeting the question was raised of management fees payable by members of the hospital and nursing-home scheme in respect of the wives of members of that scheme insured by virtue of their membership. The chairman promised that this question would be considered and a report submitted to the next annual general meeting. It was decided to recommend that as from January 1, 1939, a management fee of 3d. per month be not payable in respect of any wife (or husband) insured by virtue of the member's membership under this scheme, and to include a notice of motion to amend the relevant rules in the agenda of the annual general meeting.

As from January 1, 1939, therefore, a management fee of 3d. per month will not be payable in respect of any wife (or husband) insured under this scheme.

Interest

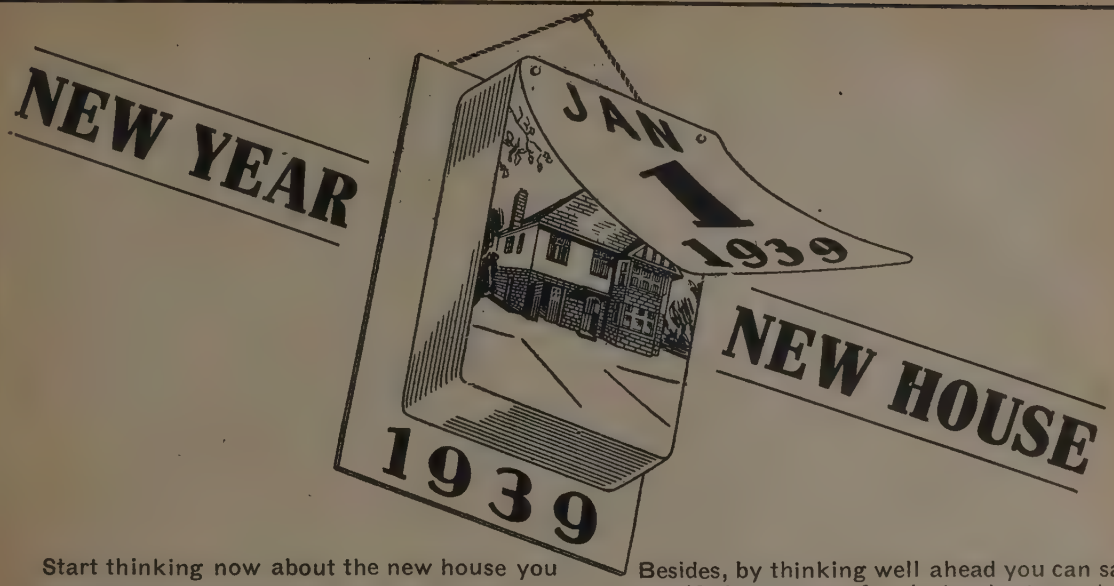
It was also decided to recommend the next annual general meeting to increase the rate of interest to be credited to the members' "Rest" Fund and Deposit Account from 2 per cent per annum to 2½ per cent per annum, as from January 1, 1939.

LOGOMIA

At the Logomia Board Meeting held on December 15, 1938, the Life Assurance Conversion Scheme came up for consideration. In view of certain defects, the present scheme is being revised to enable a policy-holder to convert from one type of policy to another at any time during its currency and pay a revised premium as from the next renewal date, subject to certain conditions.

It was also decided to ask the actuary to prepare a table of rates for Double Endowment Assurance, which it is hoped will appeal specially to women members.

A report was submitted showing further progress in all sections of Logomia.



Start thinking now about the new house you are going to buy this year. A fresh array of bright, modern homes will be ready soon to attract thousands of house-hunters all over the country. Why not have first choice?

Besides, by thinking well ahead you can save yourself the worry of a last minute rush to obtain an advance.

Particulars of the Nalgo Building Society will gladly be supplied for you to ponder at your leisure.

NALGO BUILDING SOCIETY 24, Abingdon Street, Westminster, S.W.1.

A.R.V.O. STUDENTS—GET DOWN TO WORK

Enrol Now for the 1940 Examinations

Students wishing to qualify in examinations of the Association of Rating and Valuation Officers should get into touch with the Nalgo Correspondence Institute without delay.

Owing to the revision of the syllabus, examinations in 1940 and onwards will be more difficult than before, and the average student will need to give **18 months** to assiduous preparation.

Officers who wish to qualify are therefore urged to enrol now for the 1940 examination.

New Courses covering the syllabus for the Examinations in 1940 are available and details will gladly be sent on request.

NALGO CORRESPONDENCE INSTITUTE

24, Abingdon Street, Westminster, S.W.1

WHAT THE DISTRICTS ARE DOING

Mr. W. W. Armitage Takes His Leave | **Voluntary B. & O. Scheme Urged** | **Week-end Schools Arranged**

YORKSHIRE

At the annual meeting of the district committee at Leeds on December 10, Mr. W. W. Armitage formally relinquished the office of chairman which he had held since 1933.

Reports of various committees revealed :

Progress in connection with the national campaign on salaries ;

Completion of a thorough review of the Association's proposals for improved salaries and service conditions for nursing and public health staffs ;

Recommendation of benevolent grants and loans totalling £566 ; and

Arrangements for a week-end school in the spring.

The annual report recorded a most satisfactory increase in membership, eight new branches having been formed during the year. The adoption of the Superannuation Act of 1922 was virtually complete, there being but one authority—Halifax C.B.—in the West Riding without a scheme under the Act.

The election of officers for 1938-39 followed, Mr. H. Allen, West Riding, being returned unopposed as chairman in succession to Mr. Armitage. Many tributes were paid to the fine services rendered by Mr. Armitage for nearly 30 years. Mr. R. Doidge, Leeds, was appointed vice-chairman, Mr. A. G. Bolton, Harrogate, hon. secretary, and Mr. Thos. Nolan, Leeds, hon. treasurer.

The President, Mr. J. L. Holland, gave an address on the Association's public relations policy, illustrating the media used to focus attention on the value to the community of the local government service.

After the meeting, a complimentary dinner was given in honour of Mr. Armitage.

SOUTH WESTERN

The district committee at Exeter on December 10 unanimously approved a resolution asking the N.E.C. to urge branches throughout the country to adopt a voluntary scheme of contributions to the Benevolent and Orphan fund, based on salary, similar to that already in operation in both Devon and Somerset. The adoption of such a scale in those two branches had resulted in an increase of about 100 per cent in the contributions to the fund during the past twelve months. The scale would ensure an average contribution of about 5s. a member each year.

The following recommendations were adopted :

That action should at once be taken in those cases throughout the district where it was considered that salaries were not up to a reasonable standard ; and

That another week-end school should be held at University College of the South West, Exeter, during April.

The trophy presented by Colonel Stead and Mr. R. T. Shears, to the district, was won by the Bristol branch. The bowls trophy went to the Wiltshire branch.

Membership of the district has increased by 500 during the year.

Officers elected were : Mr. C. J. Newman, Exeter, chairman ; Mr. P. H. Cole, Plymouth, vice-chairman ; Mr. A. W. Saunders, Somerset, hon. secretary ; Mr. A. G. Billing, Plymouth, hon. treasurer and sports secretary ; Mr. H. Heaton, B. & O. fund secretary ; Mr. E. W. Deacon, Cheltenham, hon. auditor; and Mr. E. J. Pratt, Somerset, hon. motoring correspondent.

NORTH WESTERN

Sir William Hodgson, J.P., and Sir George Etherton, chairman and clerk respectively to the Lancashire county council, welcomed delegates to the annual meeting of the district committee at Preston on December 3.

Applications for grants from the Chester and North Wales area education committee and the Westmorland branch for sports activities were referred to sub-committees, and an application for 40 per cent rebate from Conway was recommended to the National Executive Council.

The " Alderman Turnbull " shield for the highest average amount per member

" What Grade do I start in ? "

contributed to the Benevolent and Orphan fund was presented to Blackpool branch.

The number of N.A.L.G.O. representatives on the Lancashire and Cheshire Whitley Council is to be increased by two.

All honorary officers were re-elected.

NORTH EASTERN

The annual meeting of the district committee at Newcastle-upon-Tyne on December 3 was addressed by the President, Mr. J. L. Holland, who stressed the need for an active public relations policy.

Mr. J. B. Swinden, organising secretary, referred to salaries and service conditions in other parts of the country, many of which, by comparison, were deplorable, and the divisional secretary reported several improvements.

Officers appointed were : Chairman, Mr. R. E. Heron, Sunderland ; vice-chairmen, Mr. J. B. Williamson, Tynemouth, and Mr. F. Bingham, Middlesbrough ; hon. secretary, Mr. V. Grainger, Newcastle-upon-Tyne ; hon. treasurer, Mr. T. H. Williamson, Easington ; hon. auditors, Mr. T. Bradley, Durham C.C., and Mr. S. Calvert, Wallsend. Messrs. T. H. Williamson and F. Bingham were appointed as district representatives to attend the annual conference.

FIGHT FOR BETTER CONDITIONS

N.A.L.G.O.'s Recent Successes

WE record this month further advances in N.A.L.G.O.'s campaign for more adequate salaries and better conditions of service for its members.

Salaries

Ince-in-Makerfield U.D.C. has adopted the revision of the Whitley council general division scales, increasing the maximum to £190 a year, and has granted two appeals against the grading scheme, involving the question of commencing salary.

Northampton C.B.—The salary scale for male juniors has been extended by two further increments of £13, making a salary of £143 a year at 22 and £156 at 23.

Thorne R.D.C. has adopted the scales of salaries recommended by the West Riding joint council, with effect from April 1, 1939.

Rothwell U.D.C. adopted, after an interview by the assistant divisional secretary, further grades of the West Riding Joint council scales.

Rochdale C.B.—Appeals against the grading scheme resulted as follows :

Gas Department.—The grade of the engineering assistant has been altered to Technical Grade C, commencing at £320.

Housing Department.—Position of Mr. Stott, housing collector, is to be designated as senior housing collector in Admin. Grade A (£200—£260), commencing at £230 on April 1. Position of Mr. Mills, housing collector, is to be designated as arrears clerk in Miscellaneous Division A (£205—£235), commencing at £205 on April 1. The remaining housing collectors are to be graded according to age in the general and junior divisions, and afterwards Miscellaneous Division A (£205—£235).

Superannuation

Nantyglo and Blaina U.D.C. has adopted the 1922 Act from October 1, 1938.

Saturday " Half-days."

Leicester C.C. has agreed to close the offices at 12.30 p.m. instead of 1 p.m., and on Saturday instead of Thursday.

Peterborough B. has agreed to close at noon on Saturday.

Nursing

Oldham.—The following was published in an Oldham newspaper :

TRAINING PLAN FOR NURSES

" Reasons for the shortage of nurses were given by Dr. Maher, medical superintendent of the Oldham Municipal Hospital, last night, when he asked the finance committee of Oldham town council to develop his plan to establish a hospital for training young girls as nurses. Dr. Maher said that in addition to the long hours of the profession—which he wanted to reduce to 48 per week—parents did not want to keep their girls at home for two years before they were old enough to take up nursing. Nor did parents want their girls at the ages of 16 and 17 to come into contact with disease and death. Dr. Maher said that he was making a psychological appeal to parents, and already he had a waiting list of 70 of the best type of girls. The committee deferred consideration of the scheme for further financial details."

SCOTTISH NOTES

A RECORD number, from places as far north as Wick and as far south as Berwick, attended the annual meeting of the Scottish Council in Glasgow on December 10.

The annual report showed that:

Membership in Scotland had increased by 1,000 during the year;

Service conditions had improved;

A record number of schemes under the Superannuation Act of 1922 had been adopted; and

The Scottish Whitley Council for technical, clerical and administrative services had made recommendations to local authorities; and

Educational facilities had increased by the establishment of a new course of study for the staffs of assessors.

National Campaign on Salaries

A sub-committee is to be appointed to deal with the survey of salaries and service conditions suggested by Headquarters.

Women's Sub-committee

A women's sub-committee is to be set up, but its constitution is first to be considered by the Executive.

Education

Another summer school is to be held at St. Andrews University from June 24 to July 1, and a week-end school is proposed for Easter. Branches will be circularised with the arrangements when completed.

Public Relations

The propaganda committee had met with the public relations correspondents of various branches, who had given an account of their work. It became evident that the need for publicity was greater in rural districts where the benefits derived from local government were not brought prominently to the notice of the public. A panel of speakers and lecturers had been drawn up.

Houses for Administrative Staffs

It appeared, from a minute of the Law and Parliamentary committee which dealt with the question whether a local authority had power to erect houses to be let at an economic rent for their administrative staffs, that subsidised houses could be erected only for the "working classes." The Scottish Office had defined the "working classes" as those with salaries not exceeding £250. It was pointed out, however, that under the 1925 Act a local authority had power to erect unsubsidised houses, that is, houses for which no grant was given, and that these houses could be let to any tenants the local authority might choose. Glasgow had done this and there was no reason why other authorities should not follow suit.

A Compensation Case

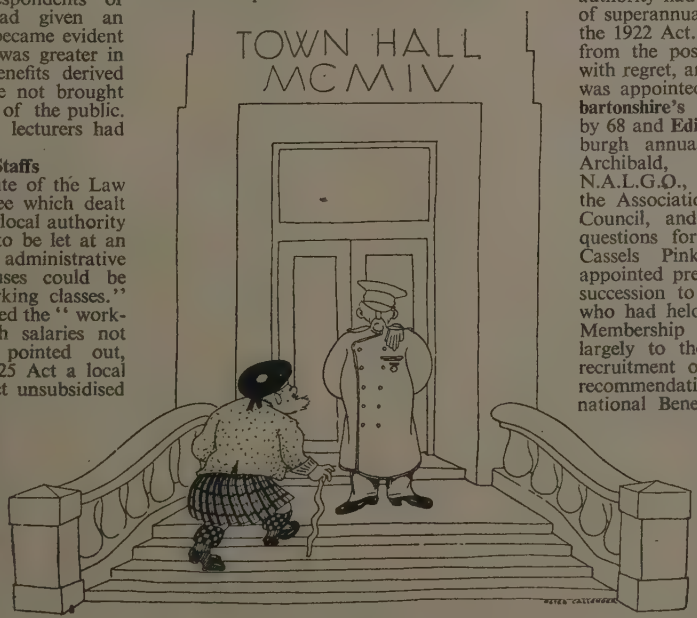
Payment to an official of compensation assessed under the Rating (Scotland) Act 1926 had been held in abeyance since that official had received a new appointment at a greater salary than the sum on which compensation was based. In 1930 the official had been appointed district public assistance officer, collector of the Consolidated Rate, and two other minor offices, at a cumulo salary. In May last he received a superannuation allowance calculated on his cumulo salary and the compensating authority now refused to pay him his Rating Act compensation. It was considered that the officer was entitled to receive payment of his compensation but, as there seemed to be some difference of opinion, it was agreed that before proceeding with an action, Counsel's opinion be obtained.

Election of Officers

Mr. A. G. M. Archibald was re-appointed chairman, and all the other office-bearers were re-elected with the exception of Mr. Peter McLean, the Benevolent and Orphan secretary, who is shortly retiring from the Service. Mr. D. M. Mudie, of Dundee, was appointed in his stead.

SCOTTISH BRANCH REPORTS

Many branches held their annual meetings towards the end of last year. Dr. James R. Adam, president of **Scottish Eastern Border Counties** branch, urged members to keep in mind that to qualify for better service conditions they must be able to produce "the title deeds of efficiency" and to keep before them the Prime Minister's remark that the aim of His Majesty's Government is "to serve and deserve." Membership of **Renfrewshire, Paisley and district** had increased by 69. There was lively discussion at **Lanarkshire,** and competition for the various offices. Mr. R. H. Dunn was elected as president, and Mr. J. Bennie, vice-president. Membership is up 103.



"Is Mr. McMiv in, the noo?"

At **Ayrshire,** Mr. J. Watson was appointed president, and Mr. J. S. Smith, hon. secretary and treasurer. **Stirlingshire** had its largest meeting ever. Mr. J. Campbell was elected president. It was announced at **Falkirk** that membership of the branch was 100%: Mr. Tom Cassells, M.P. for Dumbartonshire, urged the need for organisation amongst local government staffs. Every eligible officer at Gourock is now a member of the **Greenock** branch, and the Gourock staffs are looking forward to the adoption of the Whitley scale of salaries. Greenock Council has, at the branch's request, granted leave on Saturday at 12 noon, instead of 1 p.m.

At the **West Lothian** meeting at Linlithgow, members expressed their disappointment at the action of the county council in awarding the minimum of 120ths for non-contributory service to two members who had recently retired. After hearing a statement as to the decisions of a number of other authorities, most of which gave 80ths, the divisional secretary was requested to negotiate with a view to getting better terms. In order to encourage the younger officers, it was decided to make grants to two members to attend the next Scottish summer school.

At **Kirkcaldy** the divisional secretary addressed the meeting, and Mr. J. M. Dow and Miss A. B. Luke were appointed president and vice-president, respectively. The branch decided to set up a Women's Service committee.

Dr. Ross, president of **Wigtownshire,** expressed satisfaction that the local authority had decided to operate a scheme of superannuation under the provisions of the 1922 Act. Mr. T. Miller's resignation from the post of secretary was accepted with regret, and Mr. A. Carson, Stranraer, was appointed to fill the vacancy. **Dumbartonshire's** membership had increased by 68 and **Edinburgh's** by 80. At the Edinburgh annual meeting Mr. A. G. M. Archibald, junior vice-president of N.A.L.G.O., spoke on the future work of the Association and the Scottish Whitley Council, and was kept busy answering questions for almost an hour. Mr. J. Cassels Pinkerton, city assessor, was appointed president of **Glasgow** branch in succession to Dr. A. S. M. MacGregor, who had held the office for twelve years. Membership had increased by 200, due largely to the branch campaign for the recruitment of institutional nurses. The recommendation to link up with the national Benevolent and Orphan fund was carried by a large majority. It was revealed at **Dumfries** that in regard to superannuation the burgh was giving 80ths for non-contributory service. Mr. J. Bell was appointed hon. secretary. Another "best-ever" attendance was recorded at **Fife,** where Membership had increased by 32.

December Competition Result

HOW TO RAISE MONEY FOR THE BENEVOLENT FUND

WITH so many money-making ideas in the air it is astonishing that the Benevolent and Orphan Fund is not showing a handsome profit instead of a deficit. Indeed, one optimistic member from Atherstone has provided us with a scheme for raising £128,000 a year, and another, from Southend, shows us how to raise £100,000.

True, the Atherstone competitor, makes an unduly sanguine start by doubling the Association's membership. He goes on to assume that every one of his 200,000 members would readily subscribe 3d. to an office sweep or competition for the chance of winning a single prize of one shilling. The Southend optimist would persuade every member to keep a collecting box in which he would place 1d. a day (his wife seeing that he did).

No less hopeful was the Bingley enthusiast who wanted the Association to launch a weekly paper, on the lines of "Tit-Bits" for sale to the public, each branch taking turns to provide the contents free of charge. He would be less confident (and soon grey-haired), we fancy, were he to experience the difficulty of obtaining contributions for "Beano"—not weekly, but yearly, not from one branch, but from the whole of our 110,000 members, and not free of charge, but with big prizes!

Many competitors point out that a contribution of a penny per member would raise £450, and suggest various devices for collecting this sum regularly—with the aid of stamps, collecting-boxes, and similar devices, all useful if the collectors can be obtained. Of the other proposals the most interesting are:

Christmas and Derby draws—**N. Russell,** Carshalton, and **W. T. Shalders,** Hornchurch.

A Cup Final attendance forecast competition, at 6d. entrance fee—**A. L. Cadman,** Bournemouth.

A N.A.L.G.O. football pool, with a weekly "investment" of 2s.—**F. Yates,** Barking.

Sales of unwanted goods, a list of which might be published in "Local Government Service"—**Miss N. F. Smith,** Newton Abbot.

Appropriation of a quarter of the discount allowed to purchasers under the Thrift Scheme—**V. A. Mussell,** Southsea.

Production by each branch of an annual magazine, selling at 6d. a copy—**H. S. Walker,** Goole (whose branch of 53 members has just raised £1 2s. in this way).

Prize crosswords in "Local Government Service" at 1½d. entrance fee—**Miss G. Clements,** Bristol.

Motor-car treasure hunts at 1s. entrance fee—**C. Bradbury,** Chelmsford.

Evening motor trips, the drivers lending their cars and passengers paying 2s. 6d. each to the Fund—**D. C. Chambers,** Southgate.

"B. & O." parties to be given by each member in his home, guests being invited to make a contribution—**H. J. Evans,** Liverpool.

Public "push-ball" matches (the Association providing the ball on loan); a Sunday concert in each branch; a "punch-board" in every department; use of a collecting box in each department on "pay-day," with a trophy for the highest annual collection per member—**C. R. Wannell,** Lincoln.

"White elephant" sales, each "elephant" to be sold disguised as an interesting parcel—**Miss G. Abbott,** Nuneaton.

Increase in membership subscription by 2d. per member per month (which would net £10,500 a year) or reduction in the proportion of subscriptions retained by branches, encouraging them to raise what extra they need by social functions—**L. A. Chitty,** Chichester.

Selling B. & O. book matches in branches; a £50 prize crossword competition at 3d. entrance fee; invitation to every member to raise his subscription to the nearest 6d. for three months—**A. C. Fairhurst,** Bolton.

Publication of a book on local government, to which 30 leading officers would be asked each to contribute a chapter free of charge—**E. C. Coleman,** Battersea.

Although highly flattered by the proposals of **L. Raddon** and **Colin Jefferies,** both of Bristol, who suggest that the money could be raised by making a charge for LOCAL GOVERNMENT SERVICE, we consider that the prize money should be equally divided among the following, whose suggestions are practicable, and would provide a regular source of income:

John Dunn, Warrington.
Introduce four "Penny Days"—the Thursday before Good Friday, Whit Saturday, the Saturday before August Bank Holiday, and Christmas Eve—on which every member of the Association would be asked to give a penny.

R. Smith, Sleaford.
Organise a national Benevolent and Orphan Week in which every branch will arrange special activities and conduct an intensive campaign.

"X-Ray," Manchester.
Increase the subscription to the Fund to a penny a week per member (½d. for those earning less than £104 a year).

T. G. Barton, Manchester.
Initiate a big national campaign for subscribers with decentralised organisation, each area, branch, department and section appointing a collector who would approach members individually.
Enlist the competitive spirit by publishing graphs showing proportion of subscribers to members in each area or branch.

We thank the many members who submitted suggestions, and assure them that all will be closely examined with, we hope, great benefit to the Fund. Branches might also consider them with advantage.

CENTENARY OF A PIONEER OF EDUCATION

In this house in Portsmouth lived, taught and, on January 1, 1839, died, JOHN POUNDS, founder of the Ragged School Movement, and one of the pioneers of free popular education. He was a remarkable man. In 1778, when twelve years old, he was apprenticed to a shipwright. Three years later a fall into a dry dock crippled him for life. He took up shoemaking and opened his little shop in 1803. In 1818, when he was 52, he took charge of the five-year-old child of his sailor brother. To procure companions for the boy he brought in other children, and gradually developed a free school for the poorest children of the town.

Pounds was a pioneer in educational method, too, teaching his pupils how to cook, mend their shoes and make their own toys, leading them in sports, and taking them on excursions into the country. As with so many pioneers, his influence was not recognised until after his death; new schools were established as memorials to him, publications in England and America extolled his work, and the Ragged School Union was founded to continue it until the Education Act of 1870 provided free education for all.

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Patent Office (age 20-25)
Probationary Inspector G.P.O. (age 18-23)
Asst. Superintendent of Traffic (age 18-23)
Typist (age 16½-25)
Customs (age 19-21)
Board of Trade (age 20-25)
Police College (age 20-26)
Etc., etc.

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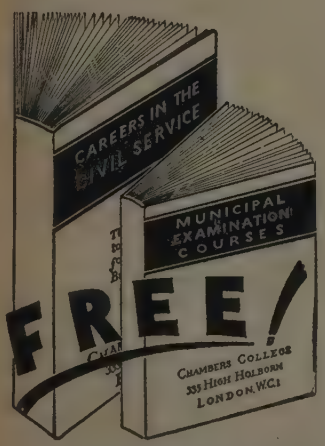

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VALUE OF POST-ENTRY TRAINING

Can Help Every Officer

LOCAL government officers were classified into three categories by Mr. A. V. Hirst, discussing the Model Scheme of Post-entry training at a meeting of Education correspondents in the North Western district in November. They were :

The "time-servers," who watch the clock ;

The satisfied, who obtain qualifications and make their careers useful to themselves and beneficial to the common weal—this category would wish to maintain the status quo ; and

The dis-satisfied, who, owing to lack of facilities, are not able to train themselves for higher places no matter how much they may be endowed with the qualities of leadership, and are doomed to spend their lives in routine. The latter, he said, were the people for whom N.A.L.G.O. had a mission.

The Education Secretary asked correspondents to consider how such a scheme might operate under each of their respective authorities, and to offer suggestions so that when the scheme was finally completed it would not only be an ideal, but it would be a practical ideal which could become operative in a large number of local authorities.

Mr. CRUICKSHANKS, Lancashire, suggested that the scheme should be regarded as supplementary to the practical training in the departments.

LONDON GOVERNMENT

The attention of readers in the Metropolitan area is drawn to the lectures to be organised by the Metropolitan Area Education Committee in co-operation with the University of London Extension Committee, on "Problems of London Government." The lectures are to be delivered by Dr. W. A. Robson, of the University of London, who has recently published a work on this subject. Particulars from S. Hewett-Emmett, Town Hall, Catford, S.E.6.

S. E. DISTRICT LECTURES

Two lectures have been arranged by the South Eastern district committee. R. Booth, town clerk, Gillingham, will speak on "Present-day tendencies in Local Government," on January 23, at Gillingham, and E. L. Hasluck on "Does the Ratepayer Deserve Good Government ?" on February 22, at Maidstone. Admission free. Particulars from R. L. Burton, Springfield, Maidstone.

"MOTHER" OF HEADQUARTERS

Miss R. Ficken, chief clerk of the Nalgo Approved Society, who has been called the "Mother" of Headquarters, recently completed 21 years of unbroken service with the Association. A presentation was made to her by the eight members of her department and senior members of the general staff. Miss Ficken can well remember the Conference of 1918. It was held at Blackpool and the whole of the literature was despatched by Mr. Hill, General Secretary, and herself one Saturday afternoon.

POINTS ON HOUSE PURCHASE

By C. W. Craske, A.R.I.B.A.

Last month Mr. Craske discussed the points to be borne in mind by those inspecting a house with a view to buying it. This month he gives some hints on obtaining an advance through the Nalgo Building Society.

REFERENCE has been made to the official form of application for an advance. On looking at this, we fortunately find that although there are apparently a large number of questions to answer, the majority are formal.

Number 17 asks the amount desired for the advance, number 18 the term of years suggested for repayment, and number 19 the method of repayment, that is, whether by the annuity or the instalment system.

Dealing first with number 17, we have to bear in mind the following points. A loan may be obtained up to 90 per cent. of the value of the property. The rate of interest charged is 4½ per cent., which is reduced to 4¼ per cent. if the amount borrowed does not exceed two thirds of the value. If the borrower cannot, however, afford the balance of 10 per cent. arising from a 90 per cent loan, but can pay the legal expenses, an advance of 100 per cent. at 4½ per cent. interest can be arranged. Legal expenses cannot be forecast exactly, but the following table is a rough guide.

Advance	If the advance represents 90 per cent of the value, or the purchase price, whichever is the lower.	If the advance represents 100 per cent, or the purchase price, whichever is lower.
£300	£6 3 0	£8 17 0
400	7 6 6	10 18 6
500	7 9 0	11 19 0
600	9 3 0	14 11 0
700	9 5 6	15 11 6
800	9 18 6	17 2 6
900	10 1 0	18 3 0
1,000	10 3 6	19 3 6

The above charges are payable to the Society's solicitor, and include the survey fee, but not minor disbursements, which may come to a few pounds more. The survey fee is separately payable in advance, and is graded from one guinea on a £250 loan to two and a half guineas on any advance exceeding £750.

Where a member is purchasing a property he will have to pay stamp duty at the rate of 10/- per £100 if the purchase price does not exceed £500, and 20/- per £100 if the purchase price exceeds £500. It will also be necessary for him to employ a solicitor to prepare a Deed of Conveyance from the vendor to himself, as purchaser, and pay the solicitor's charges.

As to number 18, the maximum term for repayment is 20 years for a 100 per cent. advance, and 25 years for amounts of 90 per cent and less.

In replying to number 19, note that by the annuity system of repayment, the monthly amounts remain the same over the whole of the term. Thus, for every £100 borrowed at 4½ per cent for 20 years, the repayment is 12s. 10d. per month. By the instalment system, the initial monthly payments are slightly higher by comparison —15s. 10s. as against 12s. 10d.—but they are reduced a little every year, and the total amount of interest paid during the term is considerably lessened.

LOGOMIA'S ADDITIONAL BENEFIT

To Cover Accidental Death

LOGOMIA has just inaugurated a scheme whereby, in the event of a Life policy-holder dying as a result of an accident—subject to certain limitations—for an additional premium of 2s. 6d. % per annum, double the sum assured is payable.

In view of the increasing number of fatal accidents which occur daily, this scheme is likely to have a wide appeal especially having regard to the very moderate extra premium payable. The benefit may be included not only in new but in existing assurances. Those policy-holders who desire to have the benefit included are invited to write to headquarters for the appropriate application form and details.

Benefit under the new provision ceases on attainment of 65 years, when the extra premium ceases to be payable. In the case of "Family Income" policies, only the capital sum is doubled in the event of accidental death, and not the income benefit.

Local correspondents have circulars dealing with this scheme but if you prefer to write direct to N.A.L.G.O., Life Department, 24, Abingdon Street, Westminster, S.W.1, information will gladly be supplied.

ILLNESS MUST BE REPORTED WITHIN THREE DAYS

DURING the past year the Approved Society has had most reluctantly to refuse claims for benefit because they were not made in accordance with the provisions of the Insurance Act.

By means of pamphlets, the Society has endeavoured to make the necessary routine for claiming benefit known to all members, but the plea "I was unaware of the necessary procedure," is still being given as a reason for late notice. The Ministry of Health, through the medium of the auditors appointed under the National Health Insurance Act, will not accept this as an excuse.

Will members please remember that a notification of sickness—not necessarily accompanied by medical evidence—must be made either to the local correspondent, or direct to the Secretary of the Approved Society *within the first three days of sickness* or as soon as they are reasonably able to do so. Medical evidence from the first day of incapacity must then be submitted as soon as possible in support of the claim.

Regarding additional benefits, with the exception of a claim under "Hospitals" a claim must be submitted, and the Society's authorisation received before any treatment or work is commenced. If these instructions are carried out the full benefit will be paid without delay.

N.A.L.G.O. BUILDING SOCIETY
Free Advertising Service

Hereford.—Mod. semi-det. freehold residence, 3 bed., 2 recep., sep. W.C. ; plot 40 ft. by 100 ft., garden laid, good locality, £600.—F. Haddon, 22, Elgin Road, Hereford.

Ilford (Essex).—Freehold residence, 3 bed., 2 recep., sep. W.C., plot 20 ft. by 150 ft., well-stocked garden, well decorated, close to buses and convenient to station, no road charges, £695.—43, Danehurst Gardens, Ilford.

SAFE RISKS

On the prices which I charge, I can't afford to incur bad debts. If I extended my special terms to everybody, I should have to raise my prices to cover the risk

But there are certain men in responsible positions—Public Officials, Civil Servants, Bank Officials, etc.—who are known in the trade as "safe risks". To these, I am delighted to extend my special credit terms (only 6d. in the pound charged and the convenience of six months to pay)

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THE Civil Service Correspondence School is the only postal coaching institution which was formed solely for the purpose of training students for the Civil Service Examinations. The School is not a subsidiary of any other organisation, and every course of study has, therefore, been based entirely upon the syllabuses of and the requirements for the Civil Service Examinations.

During the five years of its existence, some hundreds of the School's students have obtained appointments at Civil Service Examinations, and our files show a large number of unsolicited testimonials. The School's success is an emphatic indication that there was a need for a postal coaching college specialising solely in Civil Service Examinations. Our tutors are University graduates with long experience in correspondence tuition.

Tuition fees are moderate and include loan of text-books. There is a reduction in fees of 20 per cent. for members of the N.A.L.G.O. and for the children of N.A.L.G.O. members. Deferred payments if desired.

Over 250 students of the Civil Service Correspondence School succeeded at Service Exams. during 1937-38 and secured posts.

FORTHCOMING EXAMINATIONS

Tax Inspectorate and Third Class Officer, Ministry of Labour. Summer 1939 and Summer 1940. Salary scale of basic grade rising to £625 with good promotion prospects. Age limits, 21 and under 24 on September 1st in the year of the examination. Both sexes eligible.

Executive Class. We are now enrolling students for the Spring 1939 and 1940 examinations. Salary scale rising to £525, with good promotion prospects. Age limits, 18 and under 19 on March 1st in the year of the examination. Both sexes eligible.

Officer of Customs and Excise. Summer 1939 and January 1940. Salary scale rising to £570 with promotion prospects. Age limits, 19 and under 21 on March 1st for January examination and September 1st for Summer examination. Men only.

Clerical Classes.—We are now enrolling students for the September 1939 and January 1940 examinations. The Clerical Classes of the Civil Service provide a good career for boys and girls leaving school at the age of 16. Candidates have to be 16 and under 17 as at March 1st in year of examination. Thousands of vacancies.

Typist and Clerk-Typist (16½ to 25), **Male Assistant Preventive Officer** (19 to 21) and numerous other Civil Service entrance examinations are described in our Guide to Civil Service Examinations.

DETACH HERE

Please send me a copy of the Guide to Civil Service Examinations. I am a member of N.A.L.G.O., and am interested in the ..... Examination.

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Send in unsealed envelope with ½d. stamp.

CIVIL SERVICE CORRESPONDENCE SCHOOL
83a, Charlwood Street, Westminster, S.W.1.

London Theatre Seats for Half-a-Crown

By L. HILL, General Secretary, N.A.L.G.O.

BECAUSE I believe that the Theatregoers Association has taken a big step towards bringing the theatre into the lives of the average man and woman, I have given my name as a patron and sponsor.

The Association is not a new idea. It is an old and proved scheme on the Continent and there people support it as they would a national institution. In the United States there are a million members.

With the help of subscribers this scheme enables the Association to offer a theatre support, in public and money, during the first weeks of production. In return for this support it can offer its members seats at the reasonable price of 2s. 6d. for each performance. Theatres need support between the first night and the time when the success of the play is common knowledge.

The scheme is simple. A member undertakes to go once a month (not during the holiday months) to the play which the Association offers. The membership fee is 2s. 6d. a year (4s. 6d. double membership) and the price of one seat per person is deposited with the Association for the duration of membership. Each applicant is asked to state the most convenient day in the week for a visit to the theatre, and approximately a week before each performance he is sent a notification. The member then sends his money and receives a voucher to be exchanged for tickets at the box office at the time of the performance.

There are no extra costs and no snags. Each N.A.L.G.O. branch secretary has copies of a pamphlet and enrolment form, or information may be obtained direct from the Theatregoers Association, Victoria House, Southampton Row, London, W.C.1 (HOLborn 7146).

I am pleased to know that N.A.L.G.O. was one of the first organisations in this country to adopt this constructive scheme. We have not tried to get any special "discounts" out of the Association (for which, of course, members would have to pay in some other way). The Association appreciates our support, as we do its honesty.

Because my membership of the Association has been a pleasant experience, I am happy to suggest that it is worthy of your support.

OBITUARIES

Mr. Donald McDougall, borough librarian, West Ham, died in hospital on December 9, only three months before he was due to retire. He was a founder member of West Ham branch, and president in 1937. He served on the district committee as vice-chairman, and on the Whitley sub-committee. In July 1893 he entered the service of the West Ham library as junior and 40 years later, in 1933, he became borough librarian.

Mr. Paul Caudwell, appointed Battersea's first borough solicitor in 1900, died on November 21.

Give a Film Show this Winter

Fine Programme Ready

WHILE waiting for N.A.L.G.O.'s own film—now in active preparation—branches and members can do much useful work in interesting the public in the use of the film as a fascinating vehicle of education in the value and range of public social services.

Once again Headquarters has arranged for all the best documentary films in this field to be made available to N.A.L.G.O. audiences, either free or at a very low rental charge. The new list, now in the hands of branch secretaries, is probably the most comprehensive of its kind ever issued. It includes 90 sound films—30 more than last year—most of them available in both standard (35 mm.) and substandard (16 mm.) sizes, and silent films for those who cannot obtain the use of sound projectors.

To assist prospective borrowers in selecting the most appropriate programme, a commentary on the best films, based on the appraisals of the British Film Institute, is being prepared. In addition, Headquarters will gladly help with advice.

Outstanding among the new productions are:

The River—one of the finest documentaries yet made, telling what the U.S. Government is doing to restore fertility to land ruined by ruthless exploitation.

The Plow that Broke the Plains—America's first documentary, dealing with the problem of the Great Plains Region.

Homes for Workers—shows how Liverpool Corporation has dealt with the problems of slums and overcrowding.

New Worlds for Old—A Gas film, comparing social customs and ways of living in the 19th century with those of to-day.

War Without End—the story of the fight against disease waged endlessly by the modern hospital.

One Hundred Years—a survey of a century of improvement in the nation's health and social services.

Health of the Nation—stresses the essentials of the National Fitness Campaign.

The Battle for Clean Milk—a March of Time film, showing how America has solved the problem of milk-borne disease.

Roadways—A history of road transport and a statement of modern problems.

Recommended films included in last year's list are: "Changes in the Franchise," "Face of Britain," "Housing Problems," "Kensal House," "Enough to Eat (The Nutrition Film)," "Smoke Menace," "Children at School," "Citizens of the Future," and "To-day and To-morrow."

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The fifth edition of Hadden's Local Government Year Book and Diary includes a review of legislation passed during 1937-38. The diary and monthly business sheets are very handy for the busy officer.

A COUNTY COUNCIL AT WORK

£60 in Prizes for Notts Branch Essayists

ALMOST exactly a year ago, when speaking at the annual dinner of the Notts County Council branch, Ald. J. N. Derbyshire, vice-chairman of the County Council, offered £60 in prizes to members of the branch for an essay outlining the work of the County Council and emphasising its importance, for circulation to ratepapers.

Last month, at the 1938 annual dinner, Ald. Derbyshire had the satisfaction of seeing his scheme come to fruition. Three excellent essays had been submitted, and he awarded the prizes as follows:

Two of £25 each—A. H. Colgrave (Education), J. A. Poynton (Accountants'), and H. A. Derry (Education); and L. Hockin and R. Knight (Public Assistance);

One of £10—L. A. Chaplin, J. M. Gorst, and W. A. Turley (Surveyors').

It was intended, Ald. Derbyshire added, to invite the authors of all three essays to collaborate with Dr. J. D. Chambers, of Nottingham University College, and Mr. B. W. C. Bulkeley, County Director of Education, in producing a booklet from the essays, for distribution to ratepayers.

Having seen all three essays we feel certain that this plan will do much to arouse the interest of ratepayers in the County Council's work.

The gratitude of N.A.L.G.O. is due to Ald. Derbyshire for his generosity, vision and public spirit.

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GOSSIP FROM THE BRANCHES

By EAVESDROPPER

THE **Rev. C. E. Swinnerton,** Thirsk councillor, thinks that North Riding councillors are becoming "yes-men" to officers.

A different view is taken by **Sir Alfred Dyer,** who revealed at a **Hastings** dinner, that people frequently wrote to him, asking him to use what they were "pleased to call his power" to stop officials "controlling the town council and running—or as some put it, ruining—the town."

"I have no such power," was his comment, "but if I had, the way in which I should use it would be disappointing to those critics." Moreover, he would cut down the number of councillors at Hastings to 20. (There are now more than double that number.) The advice of officials was sound, and it was acted upon because it was in the interests of the ratepayers . . .

The darker side of local government finance cropped up when **D. R. Phillips,** chairman of Hastings executive, toasted the Corporation at the branch annual dinner. "There are documents in the Town Hall to-day," he said, "which record in faded writing the expenditure of corporation money on building the gallows, providing a halter and ladder, paying the guards and the executioner's fee of £1." We wager that some economaniac of those days said a ladder was sheer extravagance . . .

"Squaredealitis" is spreading. **J. L. Holland,** President, at Stockton Branch dinner, said the Association wanted a square deal for Local Government officers—better salaries and service conditions—and like the railways, they wanted it now. **Alderman Sir John Noxon,** speaking at Newport, said: "We do not come into conflict with our officials. We have endeavoured to give them a square deal, and we expect and always have from them a square deal." Apparently, Sir John's point is that a square deal has more than one side to it . . .

Long Eaton executive asked its council to provide more books on local government for the staff. They got them—eight of general interest and a number of textbooks . . .

Northwich branch came out top in a spelling bee during a chamber of trade shopping week. And whom did they meet and beat in the final? A team representing the ratepayers! . . .

The cake for securing the highest number of enrolments in the Nalgo Provident Society last year goes—or would, if we had one—to **T. E. Brierley,** of Coventry, who secured more than 100 . . .

Human note was struck by **E. J. Johnson,** retiring borough treasurer of West Ham, when he told councillors that one of the principal reasons for his comparatively early retirement whilst in good health, was to enable him to enjoy a little recreation and home life, difficult to obtain whilst attending evening meetings and keeping in touch with the manifold duties of his office . . .

OVERHEARD

A.R.P. INSTRUCTOR: "Place the hat between the knees . . ."

Delightful air of informality was captured by the title of a social arranged by **Mirfield** branch. "Free and Easy," it was called . . .

English local government has been called efficient, inefficient, economic, wasteful, "a bulwark of democracy," "a housemaid for the central government"—and now, "the purest administered service of any in the World"—by **Alderman W. E. Morris,** Mayor of Preston . . .

Luton branch aims high. It had no less a celebrity than **E. Leslie Burgin,** Minister of Transport, at its annual dinner. He declared that if an international emergency were to come, the difficulty would be lack of petrol—not of road space . . .

A Westminster chimes clock was presented to **R. D. Lambert,** retiring borough treasurer, West Hartlepool, with the hope that he would recall old associations every time the clock chimed. It immediately began to strike ten—and Mr. Lambert had to do a spot of quick thinking. One of his reminiscences was: "I wrote asking a householder to state the length of his residence in the town. He replied 'thirty-six feet.'" . . .

In December—when most branch social functions are held—officers go gay. A **Tynemouth** dance is splashed in the Press for the "glittering rainbow of colours made by the swirling crinoline skirts of taffeta, lace, and metal cloths." **Swadlincote** branch sported one thousand coloured lights, decorations in N.A.L.G.O. colours, and a large Christmas-tree at a branch ball . . .

Substantial progress of the city of York, despite a fall in the rate below the 1919 figure, was revealed by **R. Anderson,** town clerk, at the branch annual dinner. It was pointed out that during recent years the corporation had saved ratepayers about £70,000 by taking advantage of the cheap money market . . .

Refreshing candour comes from **C. J. Newman,** N.E.C., town clerk, Exeter, who confessed that every departmental chief knew himself to be utterly dependent on his staff for the work of the department, the reputation of which often depended on the junior clerk or telephonist . . .

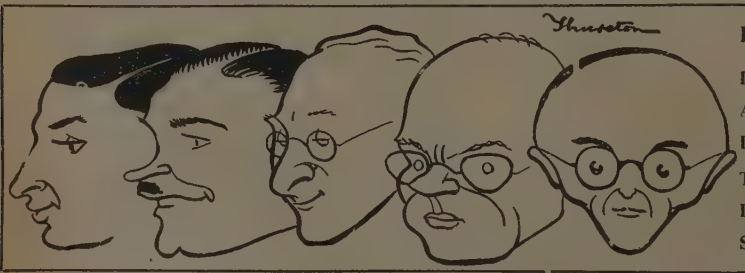
Hastings philatelic society had its first exhibition recently. The society intends to take part in the exhibition at Earls Court next year . . .

Sidelight was thrown on the character of **J. E. Richards,** town clerk of Nottingham, and president of the branch, by **Alderman J. Baldwin,** Lord Mayor of Nottingham, at the branch dinner. Ald. Baldwin said he expected to find the town clerk a severe judge-like person. Instead, he was met with a warm handshake, a word of congratulation, and the assurance of every help and advice . . .

Display of a film reviewing the English public educational system provoked indignation at **Hebburn. R. Heron,** N.E.C., declared that he had seen schools similar to those in the film, and they were a disgrace to twentieth-century civilisation. "I have seen schools," he said, "that I would not put cattle in, never mind children" . . .

"Northamptonshire Evening Telegraph," points out that it is not fair to the prestige of an officer of the authority by which he is employed for his salary to be discussed in open council. The Hadow Report made the same point five years ago. But they still do it . . .

Councillor Brooksbank, of Aireborough, is stated to have said that in twenty years' experience of local authorities he had yet



ROUND THE BRANCHES—No. 5—HULL

Left to Right:—

ASSISTANT SECRETARY—*M. E. Turner*

LOGOMIA CORRESPONDENT—*A. C. Thornham*

TREASURER—*F. Everett*

DEPUTY CHAIRMAN—*W. F. Prince*

SECRETARY—*H. O. Bates*

GOSSIP FROM THE BRANCHES

(continued from page 36)

o find any officer whose output of work was vithin 20 or 30 per cent of similar employ- nent under private ownership. A subse- quent letter in the Press took him to task or such a sweeping generalisation, and bserved that organisation and control, combined with systematic check—both nternal and external—had produced an efficiency which had been consistently naintained and improved from time to ime . . .

Many branches are busy raising funds or the N.A.L.G.O. Benevolent and Orphan und. To mention a few, **Southend** held ball and raised £17 15s., **Leigh** raised nore than £60 in various ways throughout he year, and **Seaton Valley** and **Whitley nd Monkseaton** are to hold a whist drive nd dance at 7.30 and 8 p.m. respectively, on anuary 25, at the Empress Ballroom, Whitley Bay. Tickets 2s. 6d. **Norfolk** rganised a charity ball and guaranteed hat it would raise £50 for the fund. It lid — and then some. Splendid work verybody . . .

V. Bartrim is billiards champion of Horsham branch, and **H. W. Simmonds**, unner-up. **Norfolk** branch has an un- beaten record in the first division of Norwich and district table tennis league. t has won nine matches . . .

R. E. Sopwith, N.E.C., senior inspector f Sheffield primary and evening continua- ion schools, is retiring at the end of this nonth . . .

H. F. Day, Nottinghamshire, has retired owing to ill health, and has become licensee f the " Reindeer Sun," Haveringham, Notts. Mr. Day will be delighted to welcome former colleagues and members f N.A.L.G.O. who may be passing through he district. No doubt they will be delighted to find him at home . . .

E. M. Nottage has left city treasurer's department, Cardiff, to become deputy borough accountant and assistant rating officer of Pembroke . . .

A resolution recording " profound hor- or at recent acts of oppression directed gainst the Jews " was passed at the annual neeting of **Fulham** branch, and copies were orwarded to headquarters, the local Press, nd to the German Ambassador . . .

North Western and North Wales district ommittee appointed **W. H. Legh-Smith,** N.E.C., city treasurer, Liverpool, as their irst president . . .

Tribute—with a portable typewriter— vas paid to **W. H. Routly,** retiring borough reasurer of Folkestone, at the branch inner. He was a founder member of N.A.L.G.O.'s forerunner at Folkestone, he Folkestone Guild of Local Government Officers, was president of the branch from 914 to 1924, and its chairman for the past ew years . . .

Resolution passed at Cheshire branch .G.M. recorded branch's appreciation of ork done by **F. Davies,** as honorary ecretary for 19 years, and **R. L. Barnett** as onorary treasurer for 28 years . . .

The Federation of Civil Service Photo- raphic Societies has invited three members f the **Metropolitan district photographic ection** to give " lecturettes " at Montague House, Whitehall, on January 17 . . .

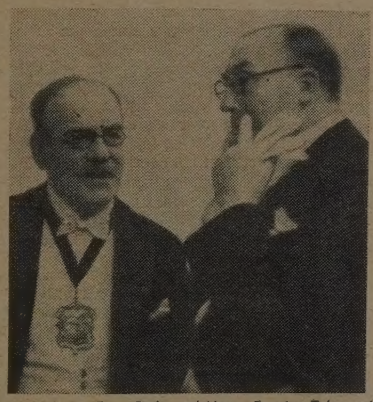
SPOTLIGHT ON THE SPEAKERS

Small Beginnings

" We were told . . . that one local authority wanted £27,000 worth of fire-fighting equipment, yet all they had received was one torch, one spanner and one spade."—*Councillor W. J. Candy, vice-chairman Pontypool council at the branch annual dinner.*

A Human Failing

" I have a long experience on the Bedfordshire county council, and I find the bulk of the people are economists with a qualification : they desire economy to be exercised in the things in which they themselves are not interested."—*Sir Thomas Keens, chairman Bedfordshire county council, at Luton branch annual dinner.*



Beds. and Herts. Evening Telegraph

Mr. J. L. Holland, President of N.A.L.G.O. (left), chatting to Sir Thomas Keens at Luton branch annual dinner.

Officers' Voluntary Service

" Whilst local government officers are paid servants of their various authorities, yet they are second to none in the amount of voluntary service they render during their leisure hours for the general good of civic and national well-being."—*C. L. Berry, director of education, Wakefield, at the branch annual meeting.*

In Other Words—Public Relations

" If we are to get improved conditions of service and improved remuneration there is one essential ; and that is, that those who employ us, the great public which stands behind our immediate employers, must know more of the work that we do and must be brought to a greater realisation of its importance."—*J. L. Holland, President of N.A.L.G.O., at Newark branch silver jubilee celebration dinner.*

An Ideal

" N.A.L.G.O. desires to graft into the local government Service men who regard it as a vocation and who are willing to give to it their devoted attention and strive to improve their knowledge to benefit their work."—*J. G. White, Editor of the " Bulletin " at the same function.*

Regionalism Again

" The trend of local government to-day is towards larger, better co-ordinated, and more efficient services and also in the direction, I am sorry to say, of more and more control by the Central Government than it used to be."—*Viscount Ridley at the annual dinner of the North Eastern district.*

The Increasing Burden

" I expect you are disturbed, as we councillors are, at the volume of legislation, which is being put upon us. It is not easy legislation, but it requires a lot of reading, a lot of care, a lot of trouble, and from the ratepayers' point of view, a lot of extra expense."—*C. G. T. Skipworth, chairman Doncaster rural council at the branch annual dinner.*

Fewer Children

" From present appearances thousands of schools will be closed in this country in the next ten years."—*F. Barraclough, secretary to North Riding education committee, at Middlesbrough Rotary Club.*

Things to Come

" I think you are going to be brought within the ambit of some determined Governmental scheme before very long, which should prove the local government officer's worth and position in the order of things."—*L. Hill, general secretary, N.A.L.G.O., at Oxford branch annual meeting.*

A Future of Culture

It is apparent that co-ordination in local government, particularly in regard to the major services of transport, electricity, and water, is the line upon which development will take place in the future, and these may be passed over to the Central Government. When this stage has been reached local authorities will be able to devote more time to the development of the cultural side of local government.—*J. W. Singleton, N.E.C., at the annual dinner of the N.W. district.*

Vicious Circle ?

" The local government Service is not so fully appreciated as it ought to be. I am sure that lack of appreciation comes from a lack of knowledge of what the local government Service does, because so many of the services provided are taken for granted, and I think we may say they are taken for granted because of the very efficiency by which they are carried out." —*Col. E. J. Stead, N.E.C., at the same dinner.*

What Whitehall Thinks

" I like to think of my presence as evidence of a better fellowship between the local government branch and the central government branch which I represent. I believe that closer collaboration between the two Services is becoming more and more desirable in the interests of all."—*E. C. Ramsbottom, director of statistics, Ministry of Labour, at the annual dinner of the Yorkshire district committee.*

Councillor's Note

" The argument that certain services are not suitable for local administration and, therefore, for being charged on local rates, is really an argument against local government."—*Sydney Larkin, city treasurer of Coventry, in November number of " Camera Principis."*

MORE SUPERANNUATION PROBLEMS

Four Ministry of Health Decisions

THE Minister of Health has given the following decisions on appeals submitted to him under the Local Government Superannuation (Administration) Regulations, 1938:

Status of Sewage Works Manager

A local authority issued a notification which indicated that an employee as sewage works manager would be a servant. The employee appealed to the Minister on the ground that he would be an officer within the meaning of the Local Government Superannuation Act, 1937.

On the information furnished to the Minister it appeared that the employee was required, with the assistance of labourers, to perform personally the routine duties, connected with the operation of the sewage works, and the Council submitted that during the major portion of his working time he was employed by way of manual labour. The employee submitted that he had certain technical qualifications and specialised knowledge of administration and control of sewage works, and based his appeal on those grounds.

He did not show that the Council's submission was incorrect and accordingly the Minister determined that the decision of the Council was correct, and dismissed the appeal.

Previous Service in the Colonies

In view of the definitions of "service" and "local authority" in Section 40 (1) of the Act of 1937 service with the Municipal Board of Mombasa (British East Africa) is not reckonable for the purposes of the Act.

Probationer Nurses Appointed Orally

An administering authority referred to the Minister under Article 6 (3) of the Local Government Superannuation (Administration) Regulations, 1938, the question whether certain probationer nurses appointed orally for a period of not more than two years to the employment of a Joint Hospital Board would not, on April 1, 1939, become contributory employees.

The decision of the Minister was conveyed to the administering authority in the following form:

"I am directed by the Minister of Health to refer to the appeal of the West Riding (Local Authorities) Superannuation Joint Committee under Article 6 (3) of the above-mentioned Regulations against a decision of the Wath, Swinton, and District Joint Hospital Board, under Article 5 that the Misses M. Hardman, D. Bennett, L. Edwards and I. Parkin, who are employed by the Hospital Board as probationer nurses, will not, if they continue to be employed in the posts they now occupy until April 1, 1939, be entitled to become contributory employees under the Local Government Superannuation Act, 1937, on that date.

It appears that each of these probationer nurses was engaged by the Matron of the Hospital without any written agreement but that they were informed verbally that the engagement was for a period of two years only. The Joint Hospital Board decided, having regard to the verbal arrangement made by the Matron, that the provisions of section 30 (1) of the Act would apply to the probationer nurse as an officer appointed to a post in a temporary capacity for a period of not more than two years. The Joint Committee on the other hand contend that in the absence of written evidence of a condition of service providing that the appointment is temporary for a period of not more than two years, the persons referred to are entitled to become contributory employees on the appointed day.

The Minister has carefully considered the case, but he is unable to accept the contention of the Joint Committee. He accordingly hereby determines that the decision of the Joint Hospital Board is correct and dismisses the appeal."

Pier Master a Contributory Employee?

An employee who, as Pier Master, is in the whole-time employment of a local authority, is not required to perform manual work, and whose duties include: sole supervision of pier staff and theatre staff; the management of the Corporation pier pavilion theatre; the responsibility of ensuring that the Corporation's directions and regulations with regard to the pier are carried out; the keeping of pier cash records and the control of all cash receipts, is, because of the nature of his duties, an "officer" within the meaning of the Act of 1937 and will become a contributory employee on April 1 next if he remains in that employment.

(Continued from next column)

exceeded, succession duty as well as estate duty will be payable."

Section 15 (1) of the Finance Act, 1894, as amended by Section 33 of the Finance Act, 1935, provides:

"Estate duty shall not be payable in respect of a single annuity not exceeding £52 purchased or provided by the deceased, either by himself alone or in concert or arrangement with any other person, for the life of himself and of some other person and the survivor of them, or to arise on his own death in favour of some other person; and if in any case there is more than one such annuity, the annuity first granted shall be alone entitled to exemption under this section."

Section 33 (2) of the Finance Act, 1935, further provides that an annuity of less than £104 which would, but for the fact that it exceeds £52, be exempted from estate duty, shall be chargeable with estate duty as if it were an annuity of twice the amount by which it exceeds £52.

Section 58 (2) of the Finance (1909-10) Act, 1910, provides that the wife of a deceased person shall be exempt from legacy duty and succession duty where:

(a) the principal value of the property passing on the death of the deceased in respect of which estate duty is payable (other than certain property mentioned in the section) does not exceed £15,000, whatever may be the value of the legacy or succession; . . . or

(c) the amount or value of the legacy or succession together with any other legacies or successions derived from the deceased does not exceed £2,000, whatever may be the principal value of the property passing on death.

WIDOWS' ANNUITIES

Estate Duty, and Income Tax

THE Association sent the following letter to the Board of Inland Revenue on questions of income tax and estate duty in relation to widows' annuities provided under the Rules made under Section 9 of the Local Government Superannuation Act, 1937, or under a local Act:

"I should be greatly obliged if you would inform me whether a pension payable to the spouse of an employee of a local authority in accordance with rules made by the Minister of Health under section 9 of the Local Government Superannuation Act, 1937, or payable in accordance with provisions similar to those rules in a local Act, should be treated as earned income for income tax purposes.

I should also be glad if you would inform me whether estate duty and succession duty will be payable on the death of the employee in respect of the above-mentioned pension which becomes payable on the employee's death. If the answer to this question is in the affirmative, will the property chargeable to duty in respect of the spouse's pension be treated as a separate estate for purposes of estate duty and not be aggregable with other property for the purpose of determining the rate of duty payable?

Where the above-mentioned pension does not exceed £52 a year, will it be exempt from Estate Duty?

Also, will the above-mentioned pension be exempt from Succession Duty if the value of all the property liable to Estate Duty on the death of the employee does not exceed £15,000?"

The following reply was received:

"**Income Tax.** The pension will be treated as earned income for Income Tax purposes, and the earned income relief will be allowable in respect of it.

Death Duties. Subject to any modification that may be necessary when the rules to be made by the Minister of Health under Section 9 of the Local Government Superannuation Act, 1937, are issued, the position is as follows:

On the death of a contributory employee of a Local Government authority who has surrendered part of a superannuation allowance in accordance with Section 9 of the Act and the Rules made thereunder, estate duty will be payable in respect of the pension then becoming payable to the surviving spouse for life. The value for duty will be the actuarial value of the spouse's pension and such value will constitute an estate by itself not aggregable with any other property for the purpose of determining the rate of estate duty.

If the amount of the pension does not exceed £52 per annum it will be wholly exempt, and if it is less than £104 per annum, partially exempt from Estate Duty in accordance with Section 15 (1) of the Finance Act, 1894, as amended and extended by Section 33 of the Finance Act, 1935, provided it is the "annuity first granted" within the meaning of those sections.

In any case where the limit of exemption laid down in Section 58 (2) (a) or (c) of the Finance (1909-10) Act, 1910, is

(Continued in preceding column)

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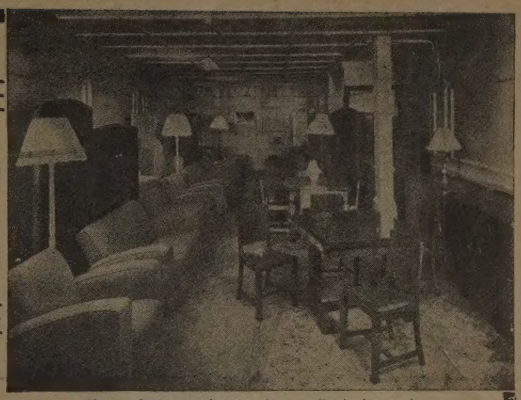

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- LIBERAL EASY TERMS !
- HOME APPROVAL !
- FREE CARRIAGE !

● Clearance, regardless of cost, of Surplus Stocks in Clothing, Furnishings, Radio, Electrical Goods, Clocks, Watches, Cycles, Prams, Pianos, Etc.

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COUPON for SALE LIST

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Please write Name and Address on lines below :—

Mr., Mrs. or Miss.....

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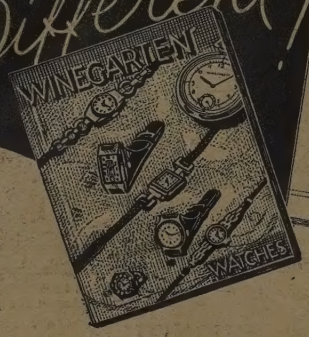
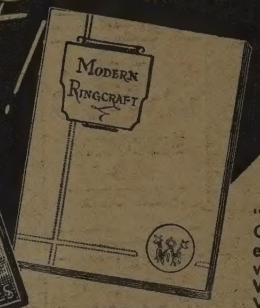
MORTONS

DESK M.O., HIGHBURY PLACE, LONDON, N.5.
Tel.: CANonbury 1143.
And at
335, High Holborn, W.C.1.

CATALOGUES— but So Different!



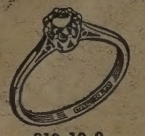


20% CASH DISCOUNT

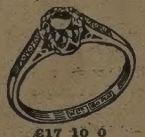
To Local Government Officers.

"WINEGARTENS" need no introduction to Local Government Officers. The name connotes highest standard coupled with honest-to-goodness value. A point, however, to bear in mind—Winegartens offer their own products. If it is a Winegarten Ring, Watch, or a piece of Plate, it is a definite standard, as true as the Hall-mark on a piece of silver—the result of highest specialisation.

This explains the keenness of Winegartens retail prices and the true significance of the 4/- in the £ discount to *bona fide* Local Government Officers.



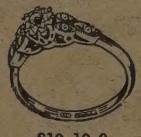
£10 10 0
and from £2 10 0.



£17 10 0
and from £3 3 0.

£9 9 0
and from £3 3 0

£15 0 0
and from £4 4 0



£10 10 0
and from £4 4 0.

£7 7 0
and from £4 4 0.

Diamond and Engraved Eternity Ring.
£5 0 0.

Fine Faceted.
22-ct. Gold. 22/6.

"Grosvenor Floral."
22-ct. Gold. 40/-.

Straight Facet.
22-ct. Gold. 32/6.

"Carlton."
Platinum. £2 5 0.

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and from £7 10 0.

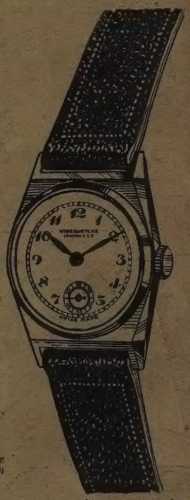
A typical example from the Winegarten range.
Gold ... £5 5 0.
Chrome... £2 10 0.

£10 0 0
and from £3 3 0.

£20 0 0
and from £12 10 0.

A true example of a Winegarten product.
Gold ... £4 0 0.
Chrome... £2 10 0.

Another exclusive design modelled in Gold.
£4 15 0



A classic example, perfectly shaped to the wrist.
Gold. £7 7 0

There is a selection of over ten thousand rings to choose from at Winegartens. At the same time a Free Insurance is given with every ring from £5 and over; a full cover against loss, theft or damage.

POST THIS COUPON TO-DAY

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☐ RINGS ☐ WATCHES ☐ CLOCKS
☐ CUTLERY ☐ CUPS & MEDALS
Put ☒ against those required

Name .....

Address .....

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WINEGARTENS

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HOURS OF BUSINESS—January:
Monday to Thursday, 9 to 8 p.m. Friday, 9 to 3.30 p.m.
Saturday Evenings only, 5.30 to 9 p.m.

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